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• It's too bad Congress can't convene in a factory for a session.—NELL GILES *in "Punch In, Susie: A Woman's War Factory Diary."*

• We must never forget that while democratic government rests on majority rule, the essence of freedom is the protection of minorities.—WENDELL WILLKIE.

• Unless we have faith in freedom, in brotherhood and in the rational direction of life, a faith undismayed by all obstacles, our labor and our sacrifices in the present struggle must assuredly be in vain.—PRESIDENT ROOSEVELT.

• Burning, as the best of them do, with furious sincerity in all matters of intellectual yea and nay, students find it hard to believe that there is no moral turpitude in casual, refreshing conformity.—CORNELIA LEBOUTILLIER, *University of Delaware.*

• No amount of juggling with old formulae, no gerrymandering with sterling and dollars, can alter the stark fact that prosperity and security are to be measured not in counters, but in goods and services enjoyed by the peoples.—ARTHUR GREENWOOD *in American Federationist.*

So They Say

• To a south-bound Negro citizen told at Washington to change into a segregated coach, the Four Freedoms have a hollow sound.—LANGSTON HUGHES, *in Common Ground.*

• To say that Britain or France or the United States are or have been democracies is not true. They are countries with the *idea* of a democracy, with the hope of a democracy.—DOROTHY THOMPSON.

• If religion is to have its full value as a "last resort" in times of peril or affliction, it must have deep rootage, broad leafage and ample fruitage in the normal circumstances of life.—*Editorial in the Christian Century.*

• If the civic rights are cheerfully granted, if equality of opportunity is generally recognized, if we measure our fellows by character and ability, if we refuse to be badgered into suspecting or disliking whole groups of people for no reason or for foolish reasons, we will be doing our loyal part to help our country and discourage our country's enemies.—*Editorial in The New York Times.*

• If we cannot change our attitude about race, we are going to bring upon the heads of our children . . . a cataclysm.—CONGRESSWOMAN FRANCES P. BOLTON.

• Declining faith in foreign office statecraft has had, for me, a counterpart of rising faith in the Common Man.—L. P. JACKS, *in "The Confession of an Octogenarian."*

• You cannot conduct a modern community except with an adequate supply of persons upon whose education, whether humanitarian, scientific or technical much time and money have been spent.—WINSTON CHURCHILL.

• When one thinks of the great needs of the world, it is hard to say which remedy is the most important: better diets, more control of disease, or the ability to get information through reading.—ELIZABETH E. HOYT *in "Freedom From Want: A World Goal."*

• As with individuals, so with nations, equality cannot be proved by standards of intelligence or creative ability or moral integrity. It will have to be a mystic standard, a bland assertion that we are all equal just because we are all men.—LIN YUTANG *in "Between Tears and Laughter."*

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William Danson Photos

Teen-Age Canteen

A new type of youth service project that is springing up in communities throughout the country. [See page 265.] These pictures were taken at the Open Door Canteen, Hudson Guild Neighborhood House, New York

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SURVEY MIDMONTHLY

OCTOBER 1943

VOL. LXXIX NO. 10

Zoot Suits: An Interpretation

By FRITZ REDL

Associate Professor of Group Work
School of Public Affairs and Social Work, Wayne University, Detroit, Mich.

WAY back in 1942, long before zoot suiters had become a newspaper sensation, the Detroit group workers asked me to help them understand the social psychology of the zoot suit phenomenon. We formed a little subcommittee within the framework of the "Detroit Association for the Study of Group Work" and went at it. We soon found out that the task was overwhelming. It is impossible to gather reliable and comparable data on such a complex phenomenon without organized research machinery and without some full time personnel. The only data we could gather in the informal way in which we started out was through personal impressions and experiences. Such methods, of course, do not make research. Therefore, my statements must of necessity be of a speculative and interpretative nature, and can hold no validity for any but the observed areas in Detroit.

Who are the zoot suiters? Frankly—we do not know. But we can warn against premature generalizations. Most people seem to be more eager to "label" the phenomenon, than to find out what it is like. They call it either "Negro" or "typically delinquent" or what not. The only statements I can venture on the basis of our observations are:

Racially the phenomenon is not confined to the Negroes. In Detroit there are white zoot suit groups, especially some among the Italians. However, it does seem to be true that the majority of zoot suiters are Negroes. Remembering the Los Angeles incidents we should probably say: While not confined to minority groups, the zoot suit phenomenon draws its adherents from that group which the town is most conscious of as being a "minority."

Socio-economically we can say the zoot suit cult has penetrated to some extent among middle class youth. However, the mainsprings of the movement are obviously located in those socio-economic spheres which constituted the relief clientele and unemployed groups before the war. Warner and his crowd would describe the socio-economic status of most of the zoot suiters as "lower-lower to upper-lower." You remember that these classifications are not mainly meant to describe economic status but to signify sets of behavior and life-code. Young people in these groups would not buy or wear a tuxedo, even if they had the money to do so. But, of course, there are many persons who would not buy a tuxedo who are strongly identified with middle class standards, and would definitely reject the zoot suit philosophy. Maybe this description hits it closer: The zoot suit youngsters are found among those whose parents have experienced long years of unemployment and deprivation from security; now suddenly able to make some money on their own they are sure that this will not last long nor buy them acceptance in a middle class society.

Developmentally the picture is easier to draw. It includes the older adolescent and the younger adult, the age range being for the most part between sixteen and twenty-five. Girls as well as boys can be zoot suiters, if the term is used loosely to describe a type. And yet—the group formational elements which are inherent in the phenomenon are definitely carried by the male. The girls do not form into gangs. They play the role of either the dance partner or a part similar to the one the gangsters' girls play within a gang. It is puzzling to notice that all the cultist formality of clothing is concentrated on the boys' suits. The girls' outfit—sweater and skirt—is much more simple, inconspicuous, and functional.

What do they get out of it? It seems to me that I can differentiate between four types of zoot suiters:

1. ***Those for whom the zoot suit is part of an expressional dance cult.*** For a large number of zoot suiters, boys as well as girls, "jitterbugging" is something very serious indeed. They perform their dance with tribal fanaticism, with a high degree of absorption and devotion visible in their execution. Far from looking for trouble, these youngsters are most happy if they are let alone by neighborhood gangs. Nor do they care much whether they are "understood" by the adult. There is no doubt, however, that they "mean it." Just what it is that gets expression in these orgiastic performances or why it assumes this grotesque form would be hard to tell. All I know is that the cheap explanations of envious and indignant critics are way off the real mystery.

It is interesting, by the way, that the most serious jitterbugs are to be found among the Negro youth. These

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young Negroes are almost "cult conscious" about their performance. They have a deep contempt of the white groups who imitate the form of their dance without really getting the "spirit" of it. In fact, some of them accuse the whites of performing it in such a way that it not only loses its real "stuff," but becomes "dirty."

For all these dance enthusiasts, the zoot suit itself is only secondary. It is something like a cultist's robe, symbolizing their "belief" and separating them from those who do not share their semi-devotional experiences. Their dance is anything but a "delinquent" activity. It is the one serious enthusiasm that gives their life consistency and meaning. I am sure that it is an excellent mental hygiene device to help them in the complicated task of growing up where they live—a much more significant device than any mental hygienest could have invented.

2. ***Those for whom the zoot suit is a declaration of independence.*** The youngsters in this group, too, talk about and perform the dance of the jitterbugs. Yet, their great moment is not experienced on the dance floor. It comes over them when they walk in the streets, in their exciting outfit. They thrive on the glances of awed admiration, of amused bewilderment, of indignant aversion, of open ridicule and hostility which they reap wherever they go. Their knowledge that most "non-zoot suiters" are against them is about all the unity they have so far achieved among themselves. Their satisfaction does not reach orgiastic climaxes as does that of the dance adepts. It is rather diffuse, distributed all over the place. They reap it in instalments, through the constant stage of chronic irritation among people whom they are happy to irritate. Their fun is somewhat similar to the fun the college girl has when running around the campus in slacks against dormitory rules. For this group the zoot suit itself swallows up all the devotion and enthusiasm which others put into the dance. They would even rather lose a job, than compromise in a cowardly way with the drab demands of officially recognized clothing.

Most of these youngsters are, of course, harmless, for they do not have to do anything drastic in order to prove their rebellious emancipation from the adult. Just being a zoot suiter provides them with a sufficient sense of daring and pride. However, don't go and tell them that, or I won't guarantee the consequences. You can pay youngsters of this type only one compliment: by broadcasting that they are tough, criminal, and delinquent.

Here is food for speculation: Why are some youngsters so eager to irritate adults? Why don't they show their newly felt powers of growth by doing something worthwhile? What have we done to them to make this the only type of fun for them that counts? What makes them that way? What do adults do to children that turns them into the type of adolescents who cannot get any fun out of all the things we provide for them in our church clubs, youth movements, social agencies?

3. ***Those for whom it is the uniform of a spontaneous Youth Movement.*** A youngster belonging to either group thus far described still remains an individualist. The zoot suit is *his* suit, the pleasure he gets out of it is the pleasure it has for *him*. The revolt he seeks is against people *he* knows or passes in the street, whose indignation about his behavior forms his daydreams. Other zoot suiters mean little to him, except occasionally in terms of reassurance. But there is another type of youngster for whom the zoot suit is more than a provision for individual feelings of adolescent revolt. For this youngster the zoot suit is representative of something very much like a genuine and spontaneous youth movement.

To make myself clear it is necessary to outline what I think comprise the main characteristics of a genuine youth movement:

I. Such a movement provides youth with a *symbolic* anticipation of being adult. It may do so in many ways, and one is through emphasis on adult-hoarded pleasures and licenses, transgressions against adult tabus and supervision, rejection of adult values and behavior standards.

II. In such a movement young people try to *avoid* real growing up as fervently as they reject all semblances of childhood. This is why they do not try to imitate the adult in officially recognized responsibilities, rank and costume, and why they do not seek "importance" in terms of adult culture. While definitely rebellious against being "babied" in such organizations as schools and social agencies, they just as strongly resist political goals, adult leadership, and responsible functions in adult society. In a genuine and spontaneous youth movement the youth is purposely "in between." There is only one way in which an adolescent can be sure that he is neither child nor adult: by revolting against adult standards and idolizing something which is meaningless and unintelligible by adult evaluation. Thus, zoot suiters use nonsensical, grotesque, and meaningless forms of expression just *because* they are meaningless, nonsensical, and grotesque.

III. Such a movement has no "program" because its adherents do not want any. To attempt to satisfy zoot suiters by making them members of an organized Boy Scout troup would be as unsuccessful as trying to build them into a "party" with definite goals of political or social programs. The intense fear which some adults show of the zoot suit phenomenon, is based on ignorance of the nature of growing youth. However, if the present stupidity of adult action toward this manifestation of youth is not diminished, the possibility may arise that zoot suit paraphernalia may be filled with the spirit of real organized revolt. Of course, in that case, most of the youngsters now in the zoot suit movement would drop out and lose their interest, and an entirely different group of adolescents would constitute the basis for "membership." At the moment, this is not probable. The youngsters in this "spontaneous youth movement" do not wish their group life to have any meaning in the adult sense at all.

IV. Such a movement usually has another criterion—spontaneous youth leadership, or leadership by youth-selected adults. But here, however, it obviously does not apply. For the zoot suiters—with the exception of type four which is of an entirely different nature and which we shall discuss further on—do not have any organized leadership at all nor do they seem to care for any. However, it may be that this criterion is more characteristic of aging youth movements than of young ones. The need for vocal leadership arises usually close to the point where the movements are seized by educational or political concepts and are about to lose their adolescent spontaneity anyway. The zoot suiters have not arrived at this point, and will not if we leave them alone. They do not want to revolt "for" or "against" anything. All they want is to "revolt," and thus to affirm to themselves that they are "growing." The more "senseless" their rebellious behavior is, the surer they can be that they are not being used by adults.

V. The last and most essential characteristic of any youth movement, spontaneous or not, is of course the basic enjoyment of some sort of *group formation*. Thus, though with-

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out organized leadership or purpose, many zoot suiters will huddle together in bands, gangs or teams. The fact of group-imbeddedness is in itself one of the main attractions of the movement for many of its adherents. For these youngsters the zoot suit becomes more than a means of irritating the adult. It becomes the "uniform" of their adolescence. Other zoot suiters are as important for them as the non-zoot suiter. If you are familiar with the background and living conditions of these youngsters you will stop being surprised that group status and the code for acceptable or non-acceptable behavior are derived from a rather "tough" philosophy of life. The same characteristics which differentiate the boy from the low income area from his middle class age mate, constitute the main value system of zoot suit ideology—if that word may be permitted. They are "tough" while the middle class boys are over-protected "sissies." Toughness, then, is the main criterion in the scale of values. This toughness involves some sexual precocity, but more than that it involves aggressive daring, constant tests to prove it, and purposeful violation of the behavioral allergies of less tough people, in language as well as in manners.

Thus, while there is no goal or purpose to the zoot suit group formation outside its expressional value for adolescent growth needs, there is a decided behavior code for zoot suiters and a whole style in language and social gesture which is clearly marked. Their language is mainly a grotesque distortion of ordinary idiom, as their suit is of ordinary clothing. It is a mixture of playful alliteration and a "secret" language of the type adolescents always develop, not by inventing sounds and script of their own, but by modifying and distorting existing language through special tricks.

The youngsters of this spontaneous movement are *not* delinquent. They are normal, growing youngsters. They are tough and increase their toughness under the impact of adolescent growth confusion and of the socio-economic area in which their adolescence happens to occur — one which demands toughness for survival. It is true that in the pursuit of this type of "group life" these adolescents will often get into trouble with the powers that have the task, to establish order. It is also true that, because of the tough guy hero ideal, acts of violence and destruction will occur, which, legally, can no doubt be termed as delinquent. It is not true, however, that this type of zoot suiter is a delinquent character. His delinquent acts are the consequence rather than the cause of what he is and represents. He is basically neither abnormal nor disturbed.

In reports, the "destruction" which happens in connection with zoot suit scandals is usually described in such a way that the element of "wantonness" or "senselessness" is emphasized. This characteristic is often a cause of surprise and wonder to the adult. It is, however, the one fact which is most clearly explained. These youngsters have no special goal-directed "gripe" at any one person or institution—certainly not against the very dance hall in which they had all the fun in the evening before they started cutting the plush seats to pieces. They only have loads of destructive urges, plus a general tendency to assert themselves as different from children and adults. The two elements together produce a similar phenomenon with which we are all very familiar: the college boy who cuts up for a few years after rather prolonged submission to adult standards and before submersion into them for life. The zoot suiters come closer to the psychology of college boys than any other group. If you could change the socio-economic surroundings in which the two phenomena happen, the differences would tend to merge. It is not because the two groups are inherently so different, but because the place in which they live gives events such a different turn and meaning, that we fail to see the similarity. Thus we get disgusted and scared by the events themselves rather than trying to see what they mean after re-translation into the terms of adolescent psychology.

In calling the zoot suiters of type 3 a "genuine and spontaneous youth movement," I differentiated them from two other phenomena: political movements which are really adult, but happen to enroll youth among their membership; and educational group movements planned for youth by adults. On this basis it may be interesting to realize that the zoot suiters are *the only existing spontaneous youth movement* there is in this country, or what comes close to one. They are very different in their nature from anything like political or social or even racial youth groups with a planned philosophy and adult directed action, and they are just as different from organizations like the Boy Scouts, YMCA, or settlements and other social agencies for the domestication of youth. The very fact that they are so different from both ought to attract and fascinate educators and social workers rather than make them want to dissolve the groups right away into either of the two. How to guide a spontaneous youth movement into something worthwhile without destroying its spontaneity is probably the greatest—and therefore the rarest—art of youth leadership. It does not seem to me as though we had even caught on to the problem as yet.

4. ***Those for whom the zoot suit is a disguise for delinquent gang formation.*** There is no doubt that the zoot suit craze is also being used as a welcome disguise for delinquent gang formation. Thus, some of the old neighborhood gangs of delinquent or semi-delinquent characters are now running around in zoot suits molesting non-zoot suiters or other zoot suit groups, or carrying out organized delinquent activity. In some areas there are zoot suit gangs who have a specified drugstore for a hangout, a secret code, an elaborate relay system so as to bring aid to affiliated subgroups that are in danger. In short, they are organized like any gang of delinquents. Some of these young gangsters may also be genuinely interested zoot suiters, just as some of them may also be interested in model airplanes, like to go dancing, or belong to some other club.

To describe the nature of these delinquent, organized gangs as though it was characteristic of the zoot suit phenomenon would be about as silly as to describe the activities of a stamp collector's club and to call them characteristic of the church to which its members happen to belong. The fact is that the zoot suit phenomenon, with its clothing fad, makes a convenient disguise for organizers of delinquent activity, but this does not mean that delinquency is characteristic of the phenomenon itself.

In short: The delinquency problem is a separate problem. The phenomenon of zoot suit activities and its influence on the psychology of adolescents from low income strata is another problem. In some points, the two overlap. Aside from that, they are distinctly different and the one cannot be solved or even understood through the other. Delinquent gangs who happen to wear zoot suits are still—delinquent gangs. And growing adolescents under certain socio-economic and psychological conditions will enjoy walking around in zoot suits. They are still growing adolescents with a special psychological problem to work out that way. To label them all delinquents or

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to refer to the zoot suit phenomenon as a simple "cause" for the delinquency problem is nothing but self deception.

I DO not think that the zoot suit phenomenon in itself should be fought. It takes care admirably of the needs of some youngsters who, after all, are the way we made them, and who need some help in the task of growing up, on their own level. Many adolescents will pass through their zoot suit stage as college boys pass through their fraternity years, and that will be all there is to it. In fact, the very existence of a spontaneous youth expression shows that we have missed the boat somewhere, and we should be glad if youth solves some of its problems on its own.

Wherever the zoot suit phenomenon assumes forms which are too hard to bear for the contemporary adult, or too doubtful in their effect on those youngsters themselves, we must do better than they by producing something that will satisfy their urges. By doing better I do not mean create organizations which are "better" in the quality of what they offer, but which are more effective in meeting the present specific needs of youth.

If we do a more imaginative job we will not have to worry. There are only two dangers in a youth movement: First, if it gets so much glamour and status that nothing else can compete with it, many young people with entirely different growth needs will be lured into it. Second, if there are no other satisfying facilities for youth life, many other young people, also with different needs, will be pushed into it simply because there is nowhere else to turn. Short of these two dangers, group movements among youth have their own span of life, growth and decay, and mean neither a menace nor a salvation to youth as a whole. Whether or not the zoot suiters remain just a harmless and temporary phenomenon does not depend on them, but on the wisdom with which we adults meet our educational challenge.

There are many aspects of the zoot suit phenomenon not touched on here which would provide interesting material for further study: its history; the reasons for the peculiar amalgamation between music and dress; the symbolical meaning of parts of the zoot suit outfit; its social conventions; the question of what certain youngsters get out of it; and last but not least, the peculiar relationship of this phenomenon to the war.

Toward Mobilizing Social Workers

By HARRIETT M. BARTLETT

Chairman, Wartime Committee on Personnel, American Association of Social Workers

HOW can the efforts of all social workers be united for the war effort? How can adequate numbers of new recruits be found to meet the tremendously enlarged needs? How can a professional field that in pre-war days consisted of numerous separate organizations achieve coordinated activity under the stress of war emergency?

These are the questions which have worried many a social worker since the beginning of the war. But, if we take a look backward over the progress that has already been made in joint planning on the national level, perhaps we will not be too pessimistic about the chances of our being able to pull together in the future. For already we can list some accomplishments on the credit side of the ledger:

Federal and national agencies and professional associations have been brought together for joint thinking and review of plans related to wartime personnel needs.

The personnel situation has been explored, the major problems identified, and a program for action outlined.

The basic principles on which action must be based have been tentatively formulated.

Material assistance has been given to the War Manpower Commission in clarifying the position of welfare services in the listing of essential activities.

Continuous interpretation of the labor stabilization regulations has been given to social agencies.

An up-to-date and inclusive occupational classification for the social work field has been developed for incorporation in an occupational dictionary.

A general nationwide recruiting program has been outlined and substantial progress has been made toward moving it along.

A request for federal funds for student scholarships has been drafted for submission to Congress through the War Manpower Commission.

We have, indeed, made progress in our efforts to visualize and deal with the problems of the *total field of social work* in wartime. One of the earliest trends in this direction appeared more than two years ago when the professional associations, realizing the need of integrated planning, initiated joint discussions of problems of professional education. This trend developed until now there is a permanent inter-association committee organized to make a positive attack upon pressing wartime personnel problems. Known as the Wartime Committee on Personnel, it is representative of five participating organizations: the American Association of Social Workers, the American Association of Schools of Social Work, the American Association of Medical Social Workers, the American Association of Psychiatric Social Workers, and the American Association for the Study of Group Work.* Its main concerns are: to enable member associations to work together to increase the supply of trained personnel in the social services during wartime and the period of reconstruction; to relate the activities of the professional schools and the field of practice in regard to education for social work; and to provide for interchange of information, for exploration of interests common to the member associations, and for such joint action as may be deemed advisable.

When in 1942 a tentative plan for recruiting was first being outlined, it became clear that efforts must be made to establish the position of social work as an essential war-

* Although eligibility to membership in the AASGW is not based on professional requirements, this organization was asked to participate in order that the group work field might be represented.

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time activity if success was to be achieved. Fortunately the Office of Defense Health and Welfare Services (now the Office of Community War Services) offered federal leadership in tackling this problem. This office was impressed with the need to bring the social work field into line with national manpower policies. But it maintained that welfare services could be considered essential only as they were geared to meet a wartime created need. It further recognized that the importance of individuals to man those services was directly proportionate to their professional competence and position of responsibility. It saw the necessity of defining essential jobs in the social work field, of analyzing personnel shortages in relation to agency practices in the utilization of staff, and of initiating a plan of recruitment and training.

To promote these ends, the Office of Community War Services, with the approval of the War Manpower Commission, appointed a committee composed of representatives of federal and national social welfare agencies and professional associations. Called the Committee on Essential Services and Manpower Problems, this group has met regularly since the beginning of this year under the chairmanship of Catherine M. Dunn, special assistant to the director of the OCWS. Its concerns are so closely related to those of the Wartime Committee on Personnel that the latter has served continuously as a working group to carry through special assignments.

The first step of the new OCWS committee was to assist that agency in formulating recommendations regarding the essentiality of welfare services for the War Manpower Commission. The rapidly developing manpower shortages indicated that essentiality must be conceived not in terms of draft deferment but of broad labor mobilization. Therefore the completed statement covered all types of social work, defining the range of essential services rendered by social workers to the armed forces and the civilian population. A full survey of the personnel situation in the social services, recently prepared by Arlien Johnson for the AASSW, provided the factual data for the statement, which was transmitted to the War Manpower Commission in March.

Before further effective action could be taken it was necessary to examine the problems involved and define sound principles based on the past experience of social work. Several sessions of intensive discussion resulted in the identification of major needs and the outlines of a program for action. These were formulated into a statement prepared for the group by Miss Dunn, entitled, "Essential Wartime Welfare Services and Manpower Utilization: Outline of a Program of Action by the Social Services." The program is divided into three main facets: recruiting, training, and use of social work personnel.

Early last summer, the Wartime Committee on Personnel affiliated itself with the American Association of Social Workers and prepared to move ahead at once on this program. Though the committee's major concern was professional personnel, it recognized a responsibility to the total personnel problem facing the social work field today. In order to build a foundation for action, the committee set to work on a statement of principles relating to the major areas of the program, first covering normal standards and then showing the soundest methods of deviating from them when necessary during the war emergency. When this formulation has been tested and revised it will be ready for distribution.

Recruiting

THOUGH THERE WERE SOME HOPES THAT A NUMBER OF retired social workers could be drawn back into active work for the emergency, those working on the problem realized that the major recruiting efforts must attempt to bring new persons into the field by way of schools of social work where they will take all or part of the professional course, or agency employment in combination with training opportunities under school and agency auspices. The necessity for a forceful recruiting campaign was accentuated early last summer by the Office of War Information's announcement of plans for a nationwide publicity program to attract women for essential jobs.

Accordingly, the Wartime Committee on Personnel concentrated its efforts toward getting a recruiting program under way. Leona Massoth, executive secretary of the AASSW, was asked to lay the groundwork. By the end of August she had completed the preparation of an overall plan and had taken the first steps toward its initiation. These steps included: the preparation of a kit of recruiting materials; the drawing up of a plan for organization of local committees; the establishment of office procedures to handle inquiries; conferences with national agencies regarding basic publicity material for publication and radio. Miss Massoth also helped the OCWS to meet the request of the OWI for material on social work for the autumn recruiting campaign.

Social work recruiting has been hampered by the lack of any central place to which inquiries could be directed. To meet this need until a countrywide plan could be organized, the Wartime Committee on Personnel has arranged to handle mail inquiries regarding training facilities or general employment opportunities, through the following address: P. O. Box 58, Madison Square Station, New York, 10, N. Y. The committee hopes that a full time person may soon be employed to handle interpretation and publicity.

While there has been encouraging progress, there is still much to be done before genuinely coordinated activity in recruiting is attained for the social work field. Catherine Dunn has set forth the problem:

> Recruitment will be more effective if based on a specific and unified plan of action where priority needs are considered, where the possible new recruit is given opportunity to see the field as a whole and the several possibilities in wartime services, and to have guidance in electing either to go immediately into an agency job or to undertake professional education, looking toward a more permanent position in the professional field. . . .
>
> Furthermore, the transfer of technically qualified staff from one agency or job to another through particular agency recruitment measures, has wide implications in relation to essential services and priority needs for staff. This competitive seeking of staff within the fields of social work, particularly in the face of serious shortage of skilled people, is confusing to the individual who must make a choice and defeats the purpose of a practical plan of manpower utilization. A recruitment program, therefore, is closely related to training and placement as well as to appropriate utilization of personnel in wartime.

Training

THE VERY CORE OF THE THREEFOLD PERSONNEL PROGRAM is in training. This area in itself has several aspects which

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were outlined in Miss Dunn's statement as:

Agency inservice training—for better utilization of manpower within the organization and for a stabilizing effect on staff turnover because of opportunity to develop on the job and contribute more in the war effort.

Education program in schools—1. Preprofessional undergraduate education preparatory to graduate professional education or to non-technical agency jobs for wartime services. In the latter case, a worker would look forward either to remaining in lesser positions or to proceed on a work-study or educational leave plan as he proves his potential capability for professional work.

2. Professional education in the general field of social work and in specialized fields, including administrative organization and supervision. The established schools have a responsibility to offer a curriculum, sound in its basic content yet with a program accelerated in matter of time and concentrated in essentials, particularly for recruits who are needed in practice as quickly as possible.

3. Special institutes planned for training of staff for particular functional work connected with the war effort. Such training, often participated in both by agency and school people, is designed primarily for orientation to and special focus on community service such as industrial liaison counseling work, policewomen, community organization.

Because the resources of the field were inadequate for implementing such a program, the decision was made to seek federal funds. Since the training bureau of the War Manpower Commission was at that time preparing a bill to provide student scholarships for several essential war activities, a plan to cover social work was drafted and presented through the OCWS. This plan requested scholarship funds for approximately 2,600 full time students in graduate schools of social work. Though it was not called to Congress's attention last June, there is some hope that the WMC's renewed interest in social work may result in its inclusion in the next deficiency appropriation bill.

Utilization of Personnel

IN HER STATEMENT, MISS DUNN POINTED OUT THAT "a necessary step in getting welfare services on a wartime basis is a frank appraisal by agencies and organizations of the functions and procedures which they, both public and private, are currently performing." This appraisal must include an analysis of the needs in the community and an evaluation of existing resources with an eye to their more effective use. "It is increasingly evident" reads the statement, "that agencies must shake themselves out of a status quo and act along with other interested community organizations in attacking the social problems which exist."

The committees working on personnel utilization are increasingly impressed with the fact that agencies must learn to "do more with less." Because of the military necessity, instances of requests for draft deferment of a man occupying an essential position in the welfare services should be rare. Draftees must be replaced by women or other men. Important decisions are also necessary in relation to the labor stabilization program. The status of essentiality implies serious responsibilities as well as advantages for a social agency, for it cannot expect to profit by the manpower regulations and not comply with the wage stabilization orders.

An important aspect of any personnel program is some sort of job classification to give a clear picture of work openings, promotional possibilities, and further educational or in-service training opportunities. This is an aid not only in recruiting but in helping to put available personnel to the most effective use. The OCWS's committee on essential welfare services has taken a helpful step in this direction. With the collaboration of the job analysis section of the War Manpower Commission it has developed a list of social work job definitions to be issued as a supplemental revision of the occupational dictionary. However, this does not absolve individual agencies from the responsibility of further classifying their own jobs, particularly the new emergency positions for which temporary personnel is being sought.

Local Activity

ANY PROGRAM IS USELESS UNLESS IT IS IMPLEMENTED locally. The same pattern of joint committees and coordinated activity that has been developed at a national level must be activated at the local level if these programs for recruiting, training, and better utilization of social work personnel are to be advanced.

Among the major steps which can only be taken on the local level are: the identification of unmet community problems; specific estimates of personnel requirements; enlistment of cooperation between public and private agencies and between social agencies and schools, churches, health and recreation organizations, law enforcement bodies, and other civic groups. Local committees may also want to get in touch with local industrial establishments, the local offices of the U. S. Employment Service, selective service boards, and local or area representatives of the War Manpower Commission and the War Labor Board. In many communities such joint committees are already in operation.

The Future

THUS, LOOKING BACK, WE CAN BE TRULY ENCOURAGED by the progress the usually multiformed field of social work has made toward united action in tackling the grave problems presented by the personnel shortage. But there is much remaining to be done. The following are the areas needing concentrated attention in the near future:

1. The trend toward united action must continue and should keep pace with the rapidly developing national and world situation.

2. Adequacy of present services must be continuously analyzed in terms of their relation to newly emerging war-related problems.

3. Agencies need to classify jobs in relation to types of personnel needed; and schools and agencies must work together in developing an integrated program to prepare personnel for the various positions.

4. More effective methods for controlling the flow of personnel should be developed, from the angle of the total field rather than separate agencies or sections of the field; this implies both placement of new workers and transfer of experienced workers from one agency to another.

5. Local coordinated activity must be accelerated.

6. Detailed attention must be given to problems presented by the labor stabilization program.

If its auspicious start toward united action is thus followed up with continued effort, we can feel confident that social work will meet its responsibilities in a country at war.

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What of Youth in Wartime?

By JOSEPHINE D. ABBOTT
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WAR has revealed what has been happening to our youth for a long time. No one notices young people until they get into trouble, become violent, disturb the equanimity of our communities and upset our thinking. Then, we, the public, become alarmed and clamor for action. People are well intentioned but uninformed, and inclined to think that the problems of youth have sprung from the war alone. The fact is that these basic causes have long existed and are merely highlighted and intensified at the moment by the present world conditions.

The present report of a quick reconnaissance study of youth and its problems throughout the Middlewest and the Deep South will present, I am afraid, a rather gloomy picture. To gather material on youth's needs and the various communities' efforts to meet them is a difficult assignment, chiefly because facts and figures show such discrepancies; statistics prove nothing; and so little first-hand knowledge is available. The method I have used is a compilation of data accumulated as the result of interviewing prominent interested people—judges, policewomen, school superintendents, ministers, probation officers, social and recreational workers and teachers. I have also endeavored, whenever possible, to sample the thinking of young people themselves on the various problems confronting them.

It is generally believed that there is an increase in juvenile delinquency and that the greatest rise is in cases of sex delinquency among girls. However, it is very difficult to get reliable statistics to substantiate this belief. This is partly the result of increased vigilance and indiscriminate arrests by the police in response to the demands of an aroused community, alarmed at the incidence of venereal disease or questionable sex activity. In some cases, the police in their efforts to cooperate with federal, state and local governments have apprehended allegedly innocent people in their efforts to show that "they are on the job." In others, political machinations interfere with the making of arrests. Then again, some cities wishing to make a "good showing" have even denied the existence of such problems. Even in those courts where figures are available they are not broken down to differentiate between sex and other delinquency problems. In other words, the court records do not tell the true story. Central indexing and recording are, in many cases, woefully lacking. Another factor mitigating against obtaining accurate data is the wartime increase in local population. This throws out of focus the true picture of the situation because of the volume of cases. Then, too, there is the demand from already overburdened communities that the courts take over many problems which other agencies are now no longer able to handle because of inadequate personnel. Thus in several cities truancy is now a court problem. In others, roller skating on the streets is included as a reason for arrest (violation of a city ordinance). So great is the variation in community procedure that one comes away from an attempt at fact finding more bewildered than at the outset.

Talking informally to judges, policemen and policewomen, probation officers, sheriffs, and matrons of federal and county jails, I heard from all sides stories of a tremendous increase in sexual promiscuity among young girls—sex experimentation beginning at the early age of twelve in the Deep South, with the majority of cases from thirteen to sixteen years. At one of the many juvenile court sessions I attended, a child of only thirteen was being sent to a reform school at the request of her twice-divorced mother who wished to be relieved of further responsibility. The testimony was that this girl had been having intercourse with three sailors a night.

Parental supervision has decreased throughout the United States with increased opportunities for mothers to enter war industries and for those in the higher socio-economic brackets to engage in the war effort. "Door-key" children are too often the victims of these misguided parents. In some areas many women, reported through the municipal courts, are actually, not theoretically, rejecting and repudiating their children in their newly found freedom. The high wages they now earn gives them a chance to lead a life more exciting than that of child bearing and rearing. Husbands are coming into court with small children in their arms saying that their wives had "walked out on them" and left them with the babies to care for. Another aspect of the present war picture in many cities is the women's deliberate selection of night-shift work. Many of them are rejecting their feminine roles. They wish to control their own fertility in marriage, and say they never wanted the children which had been thrust upon them.

THE psychiatric and psychological implications in this whole drama are significant and could shed much light on the ideology of the girls and women. The value of the human body, the feelings of personal worth, the dignity and ennobling traditions of marriage have been left out of their training. Where does the responsibility for this failure lie? Whose business is it to inculcate ideals and to set standards? If the home is failing to do so, are the schools and churches picking up the challenge? I am afraid both these institutions are missing one of the greatest opportunities of our times. Many educators refuse to see the problem. Churches and schools generally will not use their buildings and equipment to anything like the degree needed to provide recreational activities for leisure hours. Agencies and organizations are unwilling or unable to see the needs of the people in their own communities. Local, state and federal jealousies, and these other factors, mitigate against a good community program so desperately needed at the moment.

We speak of the need for rehabilitation. Where is such a program to be found adequate to meet even a small phase of this need? I visited a federal jail and saw and talked to the teen-age girls housed there, some of them for twelve months. In some cases there were as many as six to eight girls in a small cell with nothing to do all day long,

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exercising for only one hour by walking in the corridors. No social planning or casework is available or even thought of. This is not an uncommon picture although in one city, to meet this lack, agencies volunteered the services of several of their workers to the jail—the Family Service Bureau handling local cases and the Travelers Aid those from out of town.

Migrant groups housed in trailer camps present a serious problem of sociological distortions and dislocations due to the war. Inadequate housing, no recreation, partial schooling, and a total lack of health facilities too often characterize this portion of our population.

WHAT of the communities themselves? In some cases, they deny that problems exist. In others, the hysteria due to unwise publicity and exaggeration leads an aroused public to institute repressive measures when things have gone completely out of hand. Emergency measures are springing up all over the country. The importance of adequately trained policewomen cannot be overemphasized. In the present war emergency they are being added to staffs of police departments in various cities. We must make certain that their services will be retained in the postwar period as a part of good community planning. But we must not think that this alone will solve the problem.

While one has to search hard and long to find new and imaginative projects especially designed to meet the new needs of youth, fortunately some good ones do exist. I am mentioning now only a few which I personally have visited and which have evolved from the desire of a community, intelligently aware of its problems, to do something about them.

Teen-Town in Columbia, Mo., is such an enterprise. Here youth is organized on a basis comparable with the city administration. I talked to the "mayor" of Teen-Town and found that they have their own governing council to which problems affecting youth are referred by the City Recreation Association. These youngsters of teen-age have their own youth center, run their own building with a minimum of adult supervision. The funds for this project are furnished by the citizens of the town.

The Teen-Age Canteen in Monroe, Mich., is another example of youth's efforts to solve its own problems. An interesting aspect of this plan is the democratic thinking of these young people. After careful deliberation, they decided to admit the Japanese and Negroes who were living in their community into their youth project. This might not have been done had the parents had a hand in making the decision, but the young people said, since we have to live in a world with these people why not admit them into fellowship and get to know them better. To be sure, Monroe is not an area with large numbers of either minority race.

The president of the canteen, a young high school junior, said to me, "We'd sooner have good places to go to than bad ones, and if the town won't supply anything for us, we'll get it for ourselves." So the young people campaigned for the money. By appearing before every organized group in the town (population 18,000), they finally raised enough to open their center. They had just rented a building when I was there and were about to engage a paid director — a "bartender" to open soft drinks and keep a friendly eye on the place. I asked what sort of director they wanted and was interested in the significance of their answer. The high school coach was their first choice, but they feared that if they hired him the school department might try to gain control. Their next choice was a "motherly, middle-aged woman" whom they knew.

In Raleigh, N. C., the City Recreation Commission has turned over to its youth a building now known as the "Teen-Age Club," operated and managed by youth. It is open every day and packed evenings for dancing, games, and the like.

One of the reasons why these projects are successful is because the young people have taken the initiative in planning and managing the centers. Others are failing because there is too much adult thinking and planning and too much adult supervision. When this happens, the young people do not feel that these centers belong to them and immediately lose interest. They have told me that the grown-ups were spying on them, were looking for trouble, were trying to make sure that building and equipment were not damaged. In short, they felt that adults did not trust them. This attitude causes dissatisfaction and disinterest on the part of the youngsters and makes them rebellious.

A different but nevertheless interesting development for teen-age youth is that of the Junior Counselors of Bethlehem, Pa., an organization which now has similar set-ups in certain other cities. This program is open to any youngster. No social or racial distinctions are made. Regularly planned monthly meetings, skits and dances, panel discussions and youth forums are run by the girls and boys on subjects closedly allied to their needs and interests. Skits on the correct and incorrect way to behave on a date, how to get out of difficult petting and necking situations without losing caste, how to apply for a position, and similar problems, are merely samples. "You are grown-up, but does your family know it?" shows the correct and incorrect way to entertain the boy friend at home. These young people make their own rules about social behavior at dances, correct and incorrect attire for various functions, the prohibition of liquor in any form (their own ruling) and, in some cases, even no smoking because of the fire hazard.

Another significant development is the Juvenile Protective Association, born only a year ago in Jacksonville, Fla. This is an invited volunteer lay group of two hundred key people, financially backed by the Kiwanis Club. The club has financed a building for youth called "The House of Friendship." The women in the association work closely with the Juvenile Courts and with the probation officers. One of them goes daily to the court to be on hand to help the judge with the children coming before him. They assist in placing and working with the children in the three Parental Homes. They investigate, with the police, all local places of commercialized recreation. They study the laws relating to children and youth and have been instrumental in the enactment of legislation. They have organized a youth council of eighteen high school boys and girls (consisting of three representatives from each of the six high schools) to meet monthly to discuss their own youth problems and to make recommendations. They have organized committees in each neighborhood community to discuss youth needs and to select a center for youth in each area with the help of the schools, churches, and agencies. This volunteer group of lay people is carrying out one of the best and most

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effective community programs I have yet seen.

There may be many others, but in only one city which I visited did I find a Parent-Teacher Association responsible for getting the public high schools to allow a weekly dance for teen-age youth in the summer time. Two teachers and two parents volunteer each week to chaperone these events. This project is being watched with interest.

What of the need for adequate sex education? Try to find such a program in the majority of public school systems, although I did find an outstanding example of an integrated sex education program in the Skokie Public School in Winnetka, Ill. But elsewhere, lack of public support and lack of proper teaching personnel were factors working against the introduction of such programs.

In Philadelphia this summer, in cooperation with leading school officials, the University of Pennsylvania and the U. S. Public Health Service sponsored a course "Health and Human Relations" of one hundred twenty-five hours for a selected group of teachers. This was subsidized by the U. S. Public Health Service and the teachers' expenses were paid while they took the training. The Philadelphia Board of Education has appointed ninety-seven counselors and forty-three counseling teachers to work directly with pupils on their personal problems.

Among the special summer projects which I have observed in the many cities I visited, a few warrant special mention. Outdoor dances under municipal auspices have been held in many places. Date clubs where servicemen may bring girls of their own choosing, all-night movies, dances and entertainment for workers of the "swing" and "graveyard" shifts, are still other attempts made by communities to meet and solve their problems. In one city in the South, the Board of Education runs two summer recreation day camps for boys but could not fill them this year, because the boys wished instead to earn money by working at high wages.

And what does it all add up to? A frantic public is only now becoming aware that it has a serious problem on its doorstep. This, despite the fact that it had been fully warned that this would happen, by reports on experiences in the United States in the first World War and in other countries in the present one. There is not any *one* answer. The home, the church, school and community must become more aware and alert to the problems of youth as they exist today. We are, many of us, too specialized and too narrow in our fields of interest to see the impact of the total picture on the lives of young people. What we need now is more action and less talk. If, through all our serious thinking and planning now, we can do something constructive immediately and in the postwar years, we may perhaps have learned a lesson that will serve us well in the future.

Volunteers at School

By ANNA A. CASSATT

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LAST winter in Wake County (Raleigh), N. C., professional social workers learned some lessons from volunteers. They were, perhaps, unexpected for they were the by-products of a course that social workers were conducting for the benefit of lay members of the community. While the group of interested women—for the most part well-to-do housewives—were learning about the social set-up in the county, the professional social workers found that they themselves were learning a lot about community attitudes, the reasons for impatience with social work and social workers, the prospects of future gains through a greater reliance on lay participation.

The course had been organized by the family security services committee of the Wake County Citizens Service Corps. It was conducted with the cooperation of the State Board of Charities and Public Welfare, the local Red Cross, the Family Service Society of Raleigh, the Wake County Welfare Department, and the Family Life Education Program.

One of the first decisions the committee had to make was what agencies to include under the term "family security." It was finally decided to admit volunteers from agencies whose services would logically be drawn upon in case of a war-caused disaster, such as sabotage or bombing, and in case of an influx of a large number of families evacuated from other areas. Since the course was an experiment, it seemed desirable to limit the number of volunteers by not going too far afield.

Because the probability of a disaster was remote the opinion was prevalent that the social agencies, with the exception of the Red Cross, were not greatly in need of volunteer help. The committee, faced with the necessity of finding an incentive that would stimulate the time-pressed person into taking the course, decided to design its content to be useful for the volunteers already working on the welfare committees of churches, Parent-Teachers Associations, and other community groups. Thus the lectures were arranged with the double objective of preparation for war emergencies and building a foundation for future welfare work on lay committees. Half the membership was recruited from the PTA's (largely Protestant), part of the remainder through the Catholic Churches, and a part through Jewish synagogues.

Each representative of the participating agencies presented material under the topics: the agency's function and limitations; need and eligibility for services and/or relief; processes involved in establishing eligibility; laws, policies, and procedures; the agency's set-up and the place of the volunteer within it. Each volunteer received a booklet, to be used as a basis for her work, which contained a detailed outline of the points to be covered in the session, a bibliography of required and suggested reading, and a working vocabulary.

The first meeting was devoted to a discussion of the general use of volunteers in family security agencies. The second meeting introduced the group to such words as "client", "agency function", "deprivations", "frustration", "resistance", "relationship", "limitations", and others to

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be found in the vocabulary of the social worker. These were used in building a picture of how frustration and personal inadequacies send clients to social agencies, where they may find help through the interviews, understanding, interpretation and material aid that are involved in the process of social casework.

In the next several meetings, agency representatives gave brief sketches of their agencies' work. The representative from the Family Service Society brought a chart showing the number of social resources which have been developed in the community. While each volunteer was intimately acquainted with the work of some of the agencies, none knew all of them, nor how they were interrelated. The representative of the Wake County Public Welfare Department drew a reaction of surprise at the variety of services her department is authorized to give under the state welfare laws. An attempt was made to clear confusion as to its function and that of the Family Service Society and the Red Cross. The Red Cross representative described its home service and community war activities. The coordinator of the Family Life Education Program, after telling of this new service, was bombarded with so many questions that the crying need for better community interpretation was evident at once. The state commissioner of public welfare traced the background of public welfare in the state and outlined its present over-all picture. Over the weeks, considerable time was spent on the philosophy of social casework, with emphasis on its mental hygiene aspects, client participation, and differences in ability to use or even to want help.

The final period was devoted to an evaluation of the course. Volunteers and instructors joined in. The volunteers thought that there had not been sufficient information on just how they were to be used in each agency. Some said that there was too much theory, that they would prefer more case studies. One volunteer remarked that she would have preferred less talking about the mechanics of the work of the agencies and more discussion of family problems. It was revealed that the volunteers were particularly interested in the problem cases which had brought out agency limitations. The instructors emphasized the fact that these limitations are made by the community and not by the agency staff.

ONE issue which was never untangled grew out of the discussion of the inability of some families to use the agency's service. Here was the greatest obstacle to mutual understanding between professional and lay members of the group. The volunteers could not see why social casework stopped short of solving some family problems. They seemed to feel that agencies were unwilling to take hold of difficult problems or inclined to give up too easily, and blamed the agencies for not going back to try again after time had provided some change in the situation. They talked about the effects upon children of homes where problems of morals or cleanliness or failure to attend school are permitted to continue year after year, and maintained that the social agencies should take responsibility for action. The professional group referred to the basic philosophy of social work which leaves the individual the responsibility for his life unless he breaks some of society's laws. But the volunteers continued to believe that something could be done about a family situation with problems not acute enough to engage the attention of the law enforcement agencies but still of serious concern to the whole community. They could not accept the explanation that when society protects individuals against the curiosity, aggression or dominance of other individuals, it also protects them against their genuine concern and desire to help.

The discussion of the objectives of social casework, the use of the democratic process, attitudes, the professional self, and relationship seemed to help the members of the group who felt frustrated by the knowledge that it was not always possible to get something done right away. Their frustration was alleviated intellectually, though their emotional tension remained, by an explanation of agency functions and limitations, the choice of activities on the basis of the best use of time. However, they reminded the professionals that function can be changed, and that it is a matter of viewpoint as to where the agency's time could be placed to best advantage. The only possible reason for agency non-activity which was at all acceptable to them was that based upon the limitations of the family itself, its unwillingness or inability to use the agency's service, its satisfaction with the adjustment its members had made to their problem. They could not accept as logical reasons, agency discouragement or limitation of functions, staff or funds, for these situations, they said, could be corrected.

THE problem which kept popping up like a Mexican jumping bean was the area's school attendance and the need for truant officers. It was explained that the southeastern section of the United States educates 24 percent of the nation's children on 10 percent of the nation's income, and that though each taxpayer in this section pays a higher percent of his income for maintaining schools than in any other section of the country, there are not enough funds for truant officers. But the question refused to remain dormant. The next time it angled into the limelight it took the form of a suggestion that the school teachers themselves study the child's home conditions and problems, attempting to relate them to his school activities and difficulties. Again it was suggested that truancy may be caused by the school's failure to offer studies which interest the child or are within his capacity to learn, and also that the teacher sometimes fails to make the child comfortable at school. All of these points failed to satisfy the volunteers who for the most part still felt that children who are not in school should be gotten there and given a chance along with other children, regardless of the difficulties in the way. It is this tenacious determination of lay groups which is the hope, if sometimes the despair, of professional social workers. It gave the professionals who participated in this volunteer course the cheerful feeling that somehow and in the not too distant future the problem of truancy in Wake County is to be attacked with renewed vigor.

When the problem of young girls on the streets with soldiers came to the attention of the volunteers, they acknowledged the need for local recreational opportunities for young couples. They were disturbed by the increase in illegitimacy and wondered whether a family social agency could go so far in forgetting its peacetime functions as to assume leadership in developing recreational opportunities. After discussion of the problem the volunteers expressed the opinion that the family agency was looking to the recreational groups to do something and the recreational agencies were looking to the school and the church. The school and church, on their part, were looking to the home, but in many cases it was impossible to get at the home except through court action. The group felt that the com-

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bined influence of all of these agencies had failed to develop in the home the skill and strength to meet the problem. The discussion revealed a sense of inadequacy and frustration in regard to the problem. Eventually it was agreed that this question and the subject of school attendance were problems demanding careful attention by the Committee on Family Security Services, and could not be solved by a group whose immediate objective was to gain a sketchy picture of the services of a few social agencies.

The volunteers kept trying to find out where the volunteer's area of service ends and that of the professional begins, and some asked whether the work of the volunteer does not do more harm than good. In turn, the professionals learned how frustrating it is to a lay person to refer a family to a social agency only to be told that because of the agency's limitations it cannot serve the family. They saw how the refusal of an agency to accept a referral for service, even on the grounds that acceptance might actually be harmful for the family, can completely block the volunteer's concern and interest, with the result that attitudes develop which are not constructive toward social work. They saw more clearly that it is only natural for the lay person to seek elsewhere for a service to the family when the social agency has admitted defeat.

One of the most significant points brought home to the professionals in the course of their "teaching" was that lay interest could be held only if the layman felt useful. Accordingly, at the end of the course a special effort was made to give the volunteers an opportunity to serve in the agencies. The Public Welfare Department took on some volunteers to help in the distribution of clothing, and for filing and clerical jobs. The Family Service Society, which includes the Travelers Aid, had some openings at the information desk at the bus station. The Red Cross, which was undergoing staff changes and increasing its paid staff, expected to use as many of the women as would be interested after giving additional training. The coordinator of the Family Life Education Program asked for one or two volunteers immediately to compile a list of courses in mental hygiene and counseling at nearby colleges.

One indication that the time and effort put into the course was not wasted was afforded by the volunteer who was invited by the committee on social casework of the Community Council to study the need for a recreational center and day nursery in a poor section of the city. She asked another member of the group to serve with her. Remembering what they had learned about client participation, these two suggested that the families living in the districts under study be requested to appoint representatives from that neighborhood to serve on the steering committee. Accordingly, two neighborhood women became members of the committee along with the group from the more prosperous section of the city. They have given invaluable help in pointing up their neighborhood's needs to the committee.

Time did not permit the volunteers to evaluate the course specifically in relation to their PTA work. On the whole, they seemed to feel that the course had given them a clearer notion of the social and welfare resources of the community and their functions, a better knowledge of agency limitations and of their effect upon interested individuals in the community, a picture of mutual intolerances which turn to tolerance through understanding, and a greater appreciation of the inner workings of a social agency as well as of human nature.

A Stitch in Time

By JAMES M. CUNNINGHAM, M. D.

Director, Bureau of Mental Hygiene, Connecticut State Department of Health

THE U. S. Veterans' Bureau has calculated that each neuropsychiatric casualty of the last war has cost $30,000 so far. This takes no account of the loss of time in training each individual, the loss in equipment and the lowered efficiency of his military unit. Neither does it include the loss in human values to the individual. It should be quite apparent that it is to the best interest of the army, the individual, and the pocketbook of the taxpayer to eliminate the mentally unfit from military service. From the beginning, there has been no question of this either in selective service or in the military services.

However, methods for securing this desired result were at first not too well worked out. Selective service depended on the recognition of neuropsychiatric difficulties by local board examiners and referral for diagnosis to the psychiatrists on the medical advisory boards. The army depended upon a psychiatric examination of all men, the average time for each examination being about five or six minutes. The time factor was a crucial one, and various people in different parts of the country were concerned with developing mass methods of detection of the mentally unfit. When the writer was discussing the problem with Dr. George S. Stevenson of the National Committee for Mental Hygiene early in January of 1941, the suggestion arose that there should be some way to utilize the vast amount of time that had been spent through the years in diagnosing a large number of the individuals who would be called up for military service.

Shortly after this discussion, Dr. Stevenson requested the Bureau of Mental Hygiene to conduct an experiment in Hartford to see what information could be obtained from local social and health agencies on one hundred registrants. The writer had been thinking of information available in certain state files of commitments to mental hospitals and institutions for the feebleminded, and of placements in special classes in the public schools. Two plans were submitted to Lt. Col. William B. Smith, state medical officer, selective service. One of these involved clearance of a hundred names in the Hartford social service index; the other the checking of a thousand names against the above mentioned state files. Both experimental samplings were approved by Colonel Smith. Within ten days, the results of search of state files were sufficiently successful to warrant making this a permanent part of the official program of Connecticut State Selective Service. This became effective February 1, 1941.

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On the other hand, the experiment in Hartford proved that valuable material could be obtained from the various local health and social agencies, but that the procedure was extremely tedious because of unsatisfactory identifying data on registrants. It was utterly impractical to go through this procedure on any large scale and still obtain information in the time available. As a result, Colonel Smith tried to develop a method of securing additional means of identifying registrants. In June 1942 he succeeded in establishing the use of an identification card for this purpose.

IN the meantime, names being checked against state files increased progressively as training camps were completed, and when war was declared the volume became tremendous. The mechanics of checking such a large list of names presented many problems. First of all, the names were sent in from the various local boards, and since they were in serial order, they had to be alphabetized. The files of the committed patients presented another difficulty. There was a separate file for each of the five state institutions and twenty-three files of private mental hospitals. Very early, the cooperation of the superintendents of the state institutions was enlisted. They furnished the Bureau of Mental Hygiene with a card containing suitable identifying data on each male of draft age who had ever been a patient in the hospital. From these cards was created a single master file. Similar information in the files of private hospitals was also placed on individual cards and merged with this master file. Since then, the file has been kept up to date through the cooperation of the various hospital superintendents. Eventually cards on all persons who had been placed in special classes because of mental retardation were made and merged in this same file. The state police, too, searched their files and submitted pertinent information for about a year and a half back. However, pressure of other war work made actual physical access to the police files impossible, so that this cooperation terminated. In the meantime, army regulations had been changed so that the police information was no longer as important as at first.

After the introduction of an identification card in the summer of 1942, it was no longer necessary to alphabetize serial lists, and the checking of names against a single file became a simple mechanical operation. It was possible for a clerk to check a thousand names a day against this one file.

Some interesting problems arose as to methods of financing the program, since no funds were available from National Selective Service for the purpose. Through permission of the governor and the U. S. Public Health Service, some unexpended social security funds were used to pay for clerical assistance. Later the governor allowed the inclusion of these expenses in the state war budget. Colonel Smith who had attended to all the details of the program on selective service was most ingenious and persistent in getting things done. When it became possible to use identification cards, and they could not be obtained from the National Selective Service, he secured blank cards and enlisted the help of the state prison in printing them.

The program was highly centralized from the beginning so that its use was not dependent upon the discretion of local boards. All Class I men were processed and the information sent to the state medical officer of selective service. If a man had been committed to a mental hospital, the medical officer requested that he be placed in Class IV-F. If there was other pertinent information about him it was furnished to the psychiatrist of the medical advisory board where he was sent for a psychiatric examination.

After January 1, 1942, all Class I registrants except those with "obvious physical disabilities" were required to go to the army induction board for physical and mental examinations. This necessitated a change in the program. Colonel Smith promptly made arrangements with the army induction board to furnish the psychiatrists working there with the information previously secured. He then developed an efficient filing system in his office, whereby abstracts on registrants would be available to the examining psychiatrist on the day the man was examined. Later, when a second induction board was established in the state the procedure was modified to fit in with the new set-up.

Colonel Smith insisted from the beginning that all abstracts be kept confidential and that they be returned to him at the close of each day. This proved of inestimable value in later securing the voluntary cooperation of local agencies and of private psychiatrists and other medical men. It prevented any difficulties arising from the registrants themselves.

After the identification card was developed in June 1942, it was possible to contact the social service exchanges in the state regarding their use for clearing the men's names. Through the helpfulness of Leroy Ramsdell, executive secretary of the Hartford Community Chest and Council, a meeting was arranged with the executives of the thirteen exchanges. The problem was presented to this group and their aid solicited. Each executive agreed to call a meeting of his local participating agencies to secure permission for the use of the exchange and their cooperation in submitting information on registrants. These promises were promptly carried out and there was enthusiastic support by the various local agencies. For over a year now the exchanges and social agencies throughout the state have contributed an immense amount of time to the project.

THE final procedure adopted: Each registrant who is placed in Class I is sent two identification cards to fill out. These he mails to the local board which sends them to the medical officer of selective service. One of these two cards is then forwarded to the Bureau of Mental Hygiene for checking against the master file previously described. The other is sent to the appropriate local social service exchange. If the man or his family is found to have been registered in the exchange by an agency that might presumably know of any neuropsychiatric difficulties, the exchange sends a standard inquiry form to the agency. If the registrant himself is known to the agency, and if there is any information regarding neuropsychiatric symptomatology, the agency abstracts the material and returns it to the exchange. The exchange forwards the information to the Bureau of Mental Hygiene for coordination with the other material there. All the material then goes on to the medical officer of selective service, where it is filed in such a way as to make it available for the induction board on the day that the registrant comes up for examination.

One day, after this final program was in progress, the writer happened to be working at the induction center when an abstract came through containing some general medical information as well as neuropsychiatric data. The medical officer at the station was undecided whether to

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give it to the psychiatrist or to the internist working on the line. The writer asked him if general medical information would be useful to the doctors at the station and the reply was in the affirmative. Arrangements were then made with the state medical officer of selective service to include general medical information in the system, and the various local exchanges were requested to ask the agencies also to give this type of information when it became available through their searching of records. With this addition, the returned abstracts are stamped either "psychiatric" or "medical" by the state medical officer and are forwarded to the induction board where they are given to the physician making the examination.

Attempts were made from the very beginning to get the different services to allow volunteers to be processed in the same way as draftees. These efforts were unsuccessful, but eventually the gap was filled when all the services were required to secure their men through selective service. When the Women's Auxiliary Army Corps was established, Colonel Smith arranged with the officer in charge of the recruiting service for the screening of recruits for this group. Since the women are not registered in selective service the names come directly from the recruiting officer to the Bureau of Mental Hygiene.

At the time the program was worked out with the exchanges and local agencies, it was obvious that there would be men who would not have come to the attention of any of the organizations on whom it would still be desirable to have a social history. Therefore, five social service advisory boards were created consisting of trained psychiatric social workers and covering the same territory as the medical advisory boards. These workers were to secure psychiatric social histories at the request of the state medical officer of selective service. Some of these he would ask for on his own initiative and some at the instigation of the psychiatrists at the induction board who could reject a man and request a social history. Since all rejection papers are returned to the state medical officer, he could then arrange for the social history to be compiled at the appropriate social service advisory board. The man could then be returned to the induction board for examination and the psychiatrist there furnished with the history, or he could be left in Class IV-F by the state medical officer if the history was such as to indicate that the original suspicions of the psychiatrist were confirmed and no further examination was necessary.

There have been no difficulties encountered in the way of objection from registrants. However, two errors in identification have occurred. One of these happened before the identification card was created. Two men with identical names and birthdates were confused, but the error discovered before the wrong man was ordered to the induction board. In the second instance, a psychiatric clinic mistakenly identified a previous patient. When the registrant protested, arrangement was made for an appointment at the clinic where correction was made. This man approved of the program highly when it was explained to him. Another interesting event occurred. A pair of twins were found to have registered as one individual, using the first name of one as a middle name. This trick was discovered because the family had been previously registered by an agency.

For a variety of reasons it is not possible to give a careful tabulation of statistical results. There have been changes from time to time in army regulations, in procedures used, and in the group of men being classified by selective service. For example, during the first year of the program's operation, approximately one percent of the registrants were found to have been former mental hospital patients, another one percent had been in special classes, and one percent had police records warranting their exclusion. A year ago, when a great many men working in war plants were reclassified by selective service, these percentages dropped appreciably. This merely meant that industrial employers had already done a certain amount of screening for their own purposes. When the lower age groups were taken in, the percentage of those having records of hospital commitments dropped. Changes in army regulations affected the acceptance of men with certain types of police records. About 4 percent of the men cleared through social service exchanges have been found to have a history of past difficulties. These men, of course, are not all rejected, the decision being up to the psychiatrist at the induction board. It is based both on social history and the current examination. The exchanges in the larger cities have identified and obtained information on a greater percentage of men than those in the smaller communities, but this might be expected in terms of the distribution of various health and social agencies in the state.

THERE have been shortcomings in the program; some have been remedied. Volunteers in the armed services were never processed through the system. A check-up later of all servicemen returned to the state hospitals because of neuropsychiatric disability showed that they had either volunteered for service or had been drafted during the three months prior to the development of the program. This difficulty, of course, has been somewhat remedied because all the services now obtain men through selective service. But women recruits for the navy and marine corps and the seventeen-year-old boys recruited for all the services are still not screened.

Another difficulty at first was that the histories submitted by agencies tended to emphasize bad family history rather than definite information regarding the adjustment of the registrant. Since the registrant was to be judged on his own merits at the induction station, it was important that something be known about him if the history were to be valuable to the psychiatrist. Discussion of this point with the agencies resulted in marked improvement in the abstracts sent in.

Perhaps the greatest shortcoming has been the relatively small use made of the advisory social service boards by the psychiatrists at the induction board. There are a great many men in Connecticut who have come here from other states because of war industry. They would, of course, not be known to the agencies of the state. There are, besides, many maladjusted persons who have never come to the attention of any kind of agency. For these, the use of the social service advisory boards should be most helpful. These boards have another potential use, provided that other states developed a similar resource. They could well serve as a mechanism of interstate inquiry. Such use has been made of the boards on one or two occasions by the selective service officials of other states.

The program is designed to aid and supplement the psychiatric examination of the induction boards. The army has been most appreciative of the assistance rendered and in certain other areas has used the experience to inaugurate similar programs under army auspices.

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Tunisia, Relief Rehearsal

By KINGSBURY SMITH

TWENTY-FOUR hours behind the Allied armies as they moved across Tunisia came a little band of twenty-two American civilians, bringing food, clothing, other needed supplies to the civil population. These twenty-two men, representing the U. S. Office of Foreign Relief and Rehabilitation Operations, swiftly covered all Tunisia, offering aid to the war-stricken people almost before the guns had ceased firing.

The occupation of North Africa was OFRRO's first opportunity to test its long considered plans for bringing help to the peoples of the Axis-oppressed countries. Working side by side with the military personnel as they moved into each new town, the relief unit's timing was so close that a supply truck carrying Fred K. Hoehler, head of the mission, was bombed and had to be abandoned near Kasserine. Mr. Hoehler lost his suitcase containing all his clothing and personal possessions; he says somewhat ruefully that the first relief extended in Tunisia was his private contribution.

The mission's first step was to determine the needs of the population. They found that because of the swiftness of Allied military victories, devastation and suffering were on a relatively small scale. Many of the Tunisians had money with which to pay for goods. As a result, there was little outright American charity. In some instances, the consumer paid directly to the relief agents; in other cases, supplies were charged off under lend-lease to the local French authorities.

Needs varied from place to place. There was a food shortage in the city of Tunis, although nothing approaching famine. The Jews were most in need of help, since the Germans had requisitioned their buildings, taken their stoves, iceboxes, bedding and furniture, and collected from them a fine of 20,000,000 francs.

Herbert H. Lehman, New York's former governor, director of OFRRO, made this organization's chief working principle that of helping people to help themselves. Accordingly, the relief staff immediately sought the cooperation of the various leaders in Tunis. Through the president of the Jewish community, the Sheik of the Medinah, and representatives of the French public welfare organizations, arrangements were made to get food and clothing to the needy, and to begin the difficult task of returning people to their homes and normal occupations.

Arabs, Jews, French and Italians volunteered their services. Supplies of sugar, flour, rice, tea and clothing were moved in by military trucks and from transports in the harbor. Relief markets were established in different sections of the city, operated mostly by local volunteers under American supervision. The opening of each market was occasion for a celebration, with Allied flags flying, and signs announcing *Marchandise des Allies*. Each head of a family whose need because of war damage was certified by local authorities, bought his ration card, then went down the line receiving four kilos of flour, two kilos of sugar, one kilo of rice, four cans of milk, one cake of soap, a used dress or suit, and other items. Free supplies were given only to the few who were completely penniless.

In the Tunisian villages, clothing was of greater interest than food. Many people were half naked because supplies had been unavailable for months. Most of the clothing provided the Tunisians was secondhand; a dress cost from $1 to $2, pants or coat 50 cents or $1.

Within a few weeks OFRRO's relief markets had served 100,000 people at thirty different centers in Tunisia —and all under the supervision of only 22 men.

For several months the relief unit distributed free milk to thousands of undernourished children. General distribution has now been discontinued, but 60,000 sick children still draw their daily milk ration.

OFRRO offered actual cash only to the European political prisoners who were being released from their long internments. Even this was not government money, but funds collected by private groups in the United States and Great Britain. These prisoners—Jews who had fled from Nazi territory or Spanish Republican soldiers who had fled Spain—were, of course, penniless, and the agents arranged to give each man a suit of clothes and 200 francs. But most of the refugees asked only their freedom. For example, four out of five prisoners at Oran refused the money, saying, "All we want is work." Most of them found work quickly, some with the British Pioneer Corps, others in the Spanish or Jewish communities. Those too badly crippled to work, the relief staff placed in a land camp at Fouke Marine. Almost immediately the camp became practically self-supporting. The cripples planted a truck farm, are raising chickens, rabbits and ducks, and began making grass sandals. Footwear is scarce in North Africa, and the sandals sell readily.

In the meantime, public health officers with the relief unit were inspecting sanitation and establishing regulations to prevent epidemics of disease. Agricultural experts made careful survey of rural Tunisia. They discovered prospects for this year's harvest were unusually good, and that the Germans had not had time to damage the crops appreciably. With help in restoring transportation facilities, and some additional supplies of farm machinery and seeds, they have made certain that Tunisian farms will be so productive that the country will probably have grain for export.

THOUGH conditions were mild compared with what will be faced in parts of Europe, Tunisia was a valuable rehearsal. Our men learned that the American standard of living at its lowest is paradisical compared to many other standards—that in quick relief work we must take into consideration local standards, not our own. The staff also discovered that the Tunisians resented any suggestion of that all too common American failing—the Santa Claus complex—and learned how to deal tactfully with this very natural attitude of pride.

Tunisia was, of course, only the first dip into the bucket. Our government expects to spend hundreds of millions of dollars to help feed, clothe, house, and rehabilitate great areas of the world. But this is not wholly a humanitarian gesture; we frankly expect this investment to pay dividends.

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In the first place, as the word spreads of America's readiness to bring help to the war-stricken areas it will encourage the people of the conquered countries, and eventually even those of the enemy countries, to welcome and cooperate with our armies. The Sicilians, for example, made our invasion easier by their friendly attitude. The war is costing American taxpayers about a billion dollars every three days. Should America's relief program shorten the conflict by even a week or two, the savings in dollars, not to mention human lives, would be enormous. So far, OFRRO has asked only one half billion dollars for its work.

Hope of shortening the war is sufficient in itself to justify the program, but its main objective is to win the peace, and to win it quickly by averting economic chaos and political confusion in the liberated countries.

Oppression, starvation, shattered economies breed riot and anarchy. Immediate help to prostrate countries may mean the difference between anarchy bred of desperation, and a well-ordered rebuilding of their war-wrecked lives. Complete breakdown of Europe might well lead to another worldwide depression. Any program that helped avert a depression would be cheap at any imaginable price.

We can maintain our system of free enterprise only in a sane, cooperating society of nations which will enable us to be both free from the burden of war, and enterprising in world trade. The price we pay to help bind up the wounds of war, and prevent world chaos, it is argued, will be a gilt-edge investment in preserving and furthering our kind of world.

True, our investment may for a short time be enormous. We shall have to aid the various countries with money, food, clothing, building supplies, seeds, agricultural and industrial machinery. OFRRO is already arranging stockpiles of supplies. In so doing, it is trying to avoid the use of commodities we ourselves need. For example, OFRRO is building up stock piles of clothing for 10,000,000 people, at a cost of $54,000,000. Much of the clothing will be made of materials rarely used for such purposes. Osnaburg, similar to flour sacking, of which there is a surplus, will be dyed attractive colors and made into dresses and blouses for warm climates. Canvas and duck, of which also there is now no shortage, will be used for shoes, men's trousers, and work clothing. Several million yards of aralac, a casein product with many of the properties of wool, will be turned into skirts and snowsuits for northern peoples. Special designs utilize every short cut to conserve yardage and labor. Not one hook, snap or metal fastener is used. The clothing will be only an emergency, basic wardrobe, but it will be comfortable, practical, and achieve some variety through colors and fabrics.

Similar plans for providing food and the other necessities are under way. And experience has shown the relief agents that once people are helped to plant and harvest a crop, the peak of relief operations has been passed and people can begin to help themselves.

Raw materials are to be made available according to need, rather than to ability to pay—one of OFRRO's most revolutionary ideas. But we shall expect payment whenever it is at all possible. Where payment of money is out of the question, we shall expect compensation in the form of certain trade arrangements, reduction of tariffs, and the like. We intend to keep a dollar and cents record of the aid we render, although we will not place a mortgage on the future of the war-wrecked countries of the world by attempting to enforce payment of huge war debts, as we did after the last war. A prosperous customer is better than an impoverished debtor, in any business.

THE American government recognizes the fact that neither the United States nor any other one nation can restore the world from its resources alone. In order to secure the close cooperation of the other Allies, the State Department has proposed the establishment of a United Nations Relief and Rehabilitation Administration. An American draft agreement, designed to serve as constitution of the proposed UNRRA, drawn up in consultation with the British, Soviet, and Chinese governments, has recently been submitted to forty other nations, in substitution for a previous proposal which had been rejected by the smaller nations led by The Netherlands. [See page 275.]

The proposal, if adopted, will be one of the most extensive agreements for non-military cooperation between the Allies during and after the war that has been put forward. Some critics have described it as another League of Nations. It calls for establishment of a council composed of one representative of each associated nation. With this council, meeting twice yearly, would rest final decision on basic policies. A central committee, in continuous session, limited to representatives of the four major Allied powers, would carry on the real work, under the council's policies, but—and this was the revision upon which the smaller nations insisted—all decisions of the central committee would be subject to reconsideration and ultimate approval of the council. The director general of the organization would be appointed by the council on unanimous nomination by the central committee; and as executive authority, he could be removed by the council on recommendation, by unanimous vote, of the central committee. It is expected that the first meeting of the UNRRA will take place sometime in November.

Each member government would pledge contributions "within the limits of its available resources." For example, at least 50 percent, perhaps more, of the total cereals required for European relief can readily come from areas outside the United States, and a start has been made with the international wheat agreement, by which Canada, the United Kingdom, Australia, Argentina, and the United States have undertaken to contribute large quantities of wheat. To fulfill the Atlantic Charter pledge that all nations shall enjoy equal access to raw materials, the raw material producing countries of the United Nations will contribute a certain percentage of their surplus stocks of oil, coal, cotton, rubber, iron and tin, to a pool. Nations lacking these resources, such as Italy, for example, will receive them from the pool, paying what they can, but receiving, as a temporary pump-priming measure, what they need.

The administrative expenses of UNRRA would be shared by member governments on a proportionate basis determined by the council.

The proposal provides that any direct financial commitments made by this government shall be subject to the approval of Congress. The plan itself, being an agreement rather than a treaty, was not intended to be subject to ratification by the Senate. However, it has aroused such discussion that the Administration may submit it to both Houses of Congress for approval.

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Here in Washington . . . By Rilla Schroeder

THE National Resources Planning Board's six-point program for veterans, with variations, went into the House hopper under the name of Patman of Texas.

The agile Texan introduced his bill the day Congress convened, thereby beating a round dozen or more of his colleagues to the draw. In presenting his measure, Mr. Patman did not mention the NRPB. Neither did anyone else. That unfortunate agency, now officially defunct, received neither credit nor blame.

The Patman bill (HR 3200, referred to the House Ways and Means Committee) covers the NRPB's six points and carries additional provisions for the creation of a Custodian of Surplus War Property, whose duties will be to dispose of such property "with a view to facilitating and encouraging the establishment in the various communities in the several states by members of the armed forces of the United States upon their discharge or release from active duty, as well as by others, of small business enterprises." The value of War Bonds, used in such purchases, will be increased 10 percent. A special provision is included enabling qualified veterans to purchase farms under the terms of the Bankhead-Jones Farm Tenant Act.

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A NEW OFFICE OF VOCATIONAL REHABILITATION has been set up in the Federal Security Agency to administer the expanded federal-state civilian rehabilitation program authorized under the Barden-LaFollette act of July 6, 1943. Michael Shortley goes from the Social Security Board's bureau of old age and survivors insurance as director.

The program rounds out the provisions the federal government is making for the care of the handicapped. The Veterans Administration will provide vocational rehabilitation for veterans with service-connected disabilities and the new set-up will look after other groups of the handicapped not receiving service under the Veterans Administration.

The Bardon-LaFollette act was intended to meet a special wartime need to provide for those injured in non-military war services. Civilians covered include those serving as unpaid volunteers in the Aircraft Warning Service, the Civil Air Patrol, or in protective services under the U. S. Citizens Defense Corps. It includes, also, officers and members of the crews of vessels owned or chartered by the Maritime Commission or War Shipping Administration.

As a war measure, under the act, the federal government will pay the expenses incurred by the states in the rehabilitation of these war disabled citizens. Under the act, federal grants will cover the entire administrative cost of approved state vocational rehabilitation programs and half the expense for rehabilitating individuals other than war disabled civilians. State boards of vocational education will serve as agencies for the administration, supervision, and control of the state programs, except that administration of rehabilitation for the adult blind is committed to state blind commissions or similar agencies having authority under state laws.

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WARNING AGAINST THE "SINISTER MENace of the Wagner-Murray-Dingell bill," a National Physicians' Committee for the Extension of Medical Service is conducting a high-power campaign to defeat the health provisions in the measure. Two pamphlets denouncing the bill in lurid terms are being given nationwide distribution. A typical hair raiser demands: "A continuation of the practice of medicine under the Christian concept of the sanctity of the human personality . . . the American Way."

The committee is the brain child of a group of physicians, laymen, drug manufacturers and "philanthropists."

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TWO WAR AGENCIES CLOSELY CONCERNED with civilian welfare were left without helmsmen last month when presidential appointments placed James M. Landis, director of the Office of Civilian Defense, and Charles P. Taft, director of the Office of Community War Services, in important positions in foreign service.

Dean Landis, on leave of absence from the Harvard Law School, is now American Director of Economic Operations in the Middle East and principal American civilian representative of the Middle East supply center with personal rank as minister. In effect, he is United States Minister for economic matters to all the Middle Eastern countries. As such, he will work closely with the present ministers of these countries who will remain supreme on political matters. In accepting Dean Landis' resignation from the OCD, the President commended him for having done "a fine job under great difficulties."

Mr. Taft is now chairman of two committees concerned with the Far East—the Area Committee for Coordination of the Planning of United States Agencies in providing assistance in the economic rehabilitation of the East Indies, and a similar committee for Malaya. The committees were set up in the Office of Foreign Economic Coordination, whose activities are now included in the newly created Office of Foreign Economic Administration, headed by Leo T. Crowley.

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SENATOR GEORGE OF THE SENATE FInance Committee is suggesting a congressional study of the expected drain on social security funds in light of wartime developments. He agrees with Senator Vandenberg that a closer reexamination of the subject should be made before any decision is reached as to whether or not the tax should be allowed to double on January 1, 1944. Senator Vandenberg, who twice has succeeded in postponing the scheduled increase in the tax, is now quoted privately as saying he isn't so sure.

Meanwhile, among the proposals being discussed at tax conferences between the President, Secretary of the Treasury Morgenthau, War Mobilization Director Byrnes, Economic Stabilization Director Vinson, Judge Samuel I. Rosenman, and Randolph Paul, Treasury tax expert, is one to increase social security taxes as outlined in the Wagner bill both as a means of meeting a big share of tax demands and absorbing excess purchasing power. On this, too, Senator Vandenberg is understood to have an "open mind." The Michigan senator's position is significant in the light of his previous attitude on the subject.

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WARNED BY CHAIRMAN CANNON OF the House Appropriations Committee that the stork was ahead—"way ahead"—of production schedules, the House voted an additional $18,620,000 to maintain the government child and maternity program for the wives and infants of men in the armed forces. The amount, it is estimated, will provide $84.50 per baby for some 220,000 infants expected before the end of the fiscal year. On September 28, the Senate approved the appropriation without a dissenting vote.

House debate on the subject included everything from socialized medicine to Harry Hopkins.

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The Common Welfare

International Relief Plan

COMPLETE text of the proposed relief plan of the United Nations has just been released as this issue goes to press with Kingsbury Smith's article, "Tunisia, Relief Rehearsal."

Social work's keen interest in the details of the proposal will be due not only to the fact that the familiar task of relief and rehabilitation is to be an important common undertaking of the United Nations. The plan itself is a fascinating piece of experimental strategy, dealing at the complicated international level with many organizational issues with which social work has struggled at different levels in this country. The plan is clearly intended (1) to secure wide participation on the part of member nations both large and small; and (2) to assure the concentration of administrative controls requisite to practical operating efficiency.

For the first, each member government of the United Nations Relief and Rehabilitation Administration has one representative and one vote in a council, vested with ultimate authority and considerable advisory responsibility. For the second, a central committee made up of representatives from China, Russia, Britain, and the United States is given wide administrative and policy making powers. Then a director general is given responsible authority to administer the program within the broad policies determined by the council or central committee.

Meeting regularly at least twice a year the *authority* vested in the council includes: approval of the operating budget of the administration; the right to "open for reconsideration" any decision of the central committee at any regular or special meeting (all such decisions must be fully reported to the member governments); the technical right to elect and remove the director general (but he can be so elected or removed only on the unanimous nomination or recommendation of the central committee).

Opportunity for participation by the member governments of the council in an *advisory* capacity is provided at many points: through an important council committee on supplies that will "consider, formulate and recommend" policies, made up of representatives of member governments likely to be principal suppliers of materials; through at least two regional committees, for Europe and the Far East, made up of representatives of the member governments in those areas. Normally, these committees will meet in their respective areas, be supplied with staff service from the office of the director general, and consider and recommend policies regarding relief and rehabilitation in their own areas. Other regional committees may be appointed as needed, such as technical committees on matters of nutrition, health, repatriation, agriculture and finance. The central committee also shall invite a member government to participate in meetings where action affecting the interest of that government is to be discussed. Similar invitations are to be extended to the committee on supplies and other advisory committees.

On the other hand, the central committee provides a realistic structural concentration of responsibility and authority in the four powers which would have to exercise it in any case. This committee sits in continuous session. The director general is in effect appointed by it and serves as chairman without vote. As an "executive committee," the central committee receives the reports and recommendations of the regional and other advisory committees, which are made initially to it. On the shoulders of the director general is placed responsibility for "reviewing in relation to requirements" supplies and resources made available by the different governments. Also on his shoulders is put the task of initiating action to secure the necessary materials from the different governments.

In effect, the plan gives four big nations the power and structure through which to excercise international leadership in getting done a vitally important job. It gives the smaller powers an opportunity to cooperate with, assist, modify or obstruct that leadership.

Like any plan, much will depend upon the people who are to make it work.

Social Tensions and Social Work

THIS issue of *Survey Midmonthly* brings mounting evidence of war created social tensions breaking out at points where social work has heavy responsibility. Mr. Redl's description of youthful psychology behind the "zoot suits"; Mrs. Abbott's picture of 'teen-age delinquency; the concern about truancy and related problems on the part of Miss Cassatt's volunteers are all phases of the same underlying problem.

Now comes an aftermath report from Detroit social workers of the social ferment which boiled up in the race riots of last spring. At the request of Governor Kelly thirty-five caseworkers interviewed 340 prisoners on the second day after the riots had been suppressed. They had been recruited from seven social agencies by the Detroit Council of Social Agencies at the suggestion of the Bureau of Child Welfare of the State Department of Public Welfare. Their task was to help find out "what kind of folks" had been arrested as rioters. Of those interviewed; 314 were Negroes; 26 were white.

They found that most of these men had not come recently to Detroit, for 74 percent had lived there five years or more. They were steadily employed. Two thirds were averaging $54 a week. Only 12 percent were in the 1-A classification for military service. The majority were well educated, but while 40 percent had attended high school, 25 percent could be considered illiterate. Not more than 13 percent gave evidence of emotional problems suggesting psychopathic personalities. Family men and single men were about evenly divided—45 percent of the former, 43 percent of the latter, the remainder either separated or divorced.

The social workers came away with their own opinion that the men interviewed were not the instigators of the riot and had had no previous knowledge of planned action. They had just "become involved."

But for future reference one conclusion has very practical significance. These men were worried about their jobs, about their families. They wanted to talk to somebody about those worries. They wanted help to fix up

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personal ties broken by their police involvement. And so the report suggests to Governor Kelly that in any other such emergency, caseworkers be called in to cooperate with the police, to interview men arrested, to provide the service that they need. Riots leave deep wounds. Here is one way that casework can help to heal them.

But this report also underscores a fact, illustrated by other articles in this issue: social work has many different skills that communities need to use at many points where wartime change, unrest, loosened social controls, are commanding community attention. As in Detroit, imaginative, systematic, and coordinated planning for their use is the order of the day.

New Schools for Old

WHILE American educators wrestle with teacher shortages and other emergency problems, Britain's chief educational concern is with sweeping postwar reforms. As presented in a White Paper, issued in July, the goal of the program is equal opportunity for all young people to obtain education to the full limit of their capacity and ambition. The White Paper outlines a reorganization of the entire educational system, to provide schools to meet varying needs and desires. The plan includes nursery schools, wherever the Board of Education considers them necessary, and also informal adult education.

For all children between the ages of five and sixteen there would be free compulsory education, with compulsory part time schooling up to eighteen. At eleven, children would be assigned to secondary schools on the basis of their school records, intelligence tests, and their own ambitions and tastes. Secondary education would be divided into grammar (academic) schools, "modern" (a combination of academic and vocational studies), and technical. The voluntary schools, many of which are under church auspices, would be brought into the system on a cooperative basis. The White Paper underscores the need for unified administration of all elementary, secondary, and "further" education.

The reforms, which are scheduled for debate in Parliament in November, would be put into effect in the first seven years after the war.

"The Nutrition Front"

NUTRITION must be recognized as a proper and permanent concern of government. This is the conclusion reached by the New York State Joint Legislative Committee on Nutrition after more than a year of gathering facts about food and health. Authorized in 1942 by a joint resolution of both houses to study and investigate "the proper role the state should play in relationship to nutrition," it has consulted nutritionists, scientists, public officials, industrialists and labor leaders. To do so it has held a public hearing to obtain opinions from the experts and hired a research staff to compile data and secure first-hand information through field trips.

All this wealth of fact and opinion, now assembled into an attractively illustrated volume entitled "The Nutrition Front," constitutes one of the most interesting documents on social nutrition yet to be written in the language of the layman. Included are explanations of what kind of diet is best for efficiency and why, and wherein American diets fail to measure up to adequacy. There are also stories of how this gap is being closed in some places—through educational programs, reinforced foods, school lunches, industrial canteens. And because there is still a long way to go before reality meets scientific standards, the committee has listed several recommendations which, if followed, would result in an expansion and coordination of state nutrition activities on a permanent basis under a central agency within the State Health Department.

Conscientious Objectors Today

THREE times as many conscientious objectors have been committed to prison in this war as was the case in this country in World War I. In dealing with those who, for conscience sake, refuse military service, we have made advances over our World War I record, but we fall short of England's tolerance and generosity. Specific administrative changes would go far to redress injustice and to use more effectively the manpower of this group. These are the highlights of a notable report by the American Civil Liberties Union, "Conscience and the War."

The great gain over World War I, as this study makes clear, is in leaving civilian agencies to deal directly with conscientious objectors, except those who elect noncombatant army service. For this reason, CO's today do not suffer the shocking brutalities of 1917-18.

The reforms urged by the report are: a more liberal basis for recognizing conscience; a uniform national appeals policy; substitution of civilians for army officers in handling "appeals to the President" and paroles, and exercising general supervision over work camps; individual assignment to civilian jobs, instead of work camps; pay equal to a soldier's, as in World War I; parole to useful work of a large proportion of the 1,500 "genuine objectors in prison."

Figures cited in the fifty-page report show that, important as are the CO's as a test of democratic principles, they represent a very small minority of the men subject to the Selective Service Act: a total of 10,000 registered as conscientious objectors, with 6,000 in work camps or in medical or farm work outside, 1,500 in prison, the remainder not yet assigned. In addition, it is estimated that there are about 6,000 CO's performing noncombatant service in army medical units.

Frederick P. Keppel

TO few men comes opportunity, as it came to Frederick P. Keppel, to lift the common level of his country and his time. From 1923 to 1941, as head of the Carnegie Corporation, he directed the disbursing of some $7,000,000 a year for scientific, educational, and humanitarian projects. Big cities and country crossroads were alike the gainers in the new standards of schooling, the far-flung library service, the research and fresh insights that Mr. Keppel's vision and good management made possible.

And yet this was only one side of a crowded life. As dean of the Columbia Law School; Third Assistant Secretary of War, in charge of all the non-military life of the soldiers of World War I; director of all foreign operations of the American Red Cross; executive secretary of the Russell Sage Foundation committee to shape a plan for the development of New York City and its environs, Mr. Keppel was an administrator of wide and lasting influence. And when he died suddenly last month, at the age of sixty-eight, he was still in harness, doing yeoman work in Washington as a member of the Board of Appeals on Alien Cases in the State Department.

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The Social Front

Education

PLANS for an International Education Office to help restore the cultural devastation in Europe and Asia were outlined at a four-day conference representing thirty-one of the United Nations, held at Harpers Ferry, Va., in mid-September. The conference saw the new agency as fulfilling four chief functions: giving advisory service on request, through a staff of educational consultants; revising and preparing teaching materials consistent with a developing concept of international cooperation; training teachers and school administrators; cooperating in replacing school plants and equipment. The delegates held that each country should have a free hand in working out its own educational plans and agencies. The International Office would in every possible way further cooperation among the countries, but would not interfere with the schools.

The conference heard grim stories of how the Germans and the Japanese have deliberately destroyed the educational systems of conquered areas. The members agreed that it is imperative for the victorious United Nations to eradicate the totalitarian educational system. Only after this would it be possible to begin educational reconstruction. The second phase would require the development of new educational policies and procedures. These, as outlined at the conference, would include teacher training and a program of international fellowships; introduction of sound and civilized teaching materials to replace Axis-inspired materials; a system of youth and adult education to promote widespread citizen participation in the study and solution of public problems—local, national, and international.

Investigation—The committee of educators, appointed by the National Education Association to investigate the New York City school system, held preliminary closed hearings on September 13 and 14. It is expected to reconvene about the middle of this month, and hold public hearings which will last for several weeks. The investigation is the result of charges that Mayor Fiorello H. La Guardia has interfered in local educational affairs, or has exerted undue influence over members of the city's board of education. Among the issues which the committee will explore are: the alleged interference by the mayor, through the budget director's office, with the appointive powers of the school board; the forced resignation of an assistant superintendent; the Mark Starr case (see *Survey Midmonthly*, May 1943, page 147); and other episodes of the conflict between the mayor and his school board. The members of the investigating committee are Orville C. Pratt, former president of the NEA and superintendent *emeritus* of schools at Spokane, Wash.; Ernest O. Melby, chancellor of the University of Montana; Mabel Studebaker of Erie, Pa., president of the department of classroom teachers of the NEA; Donald DuShane, secretary of the NEA's commission for the defense of democracy through education. The committee has no powers of *subpoena*, but it will invite a number of people to appear before it, including the mayor and members of the board of education, and hopes for "the complete cooperation of the community."

Cooperative Reconstruction—A training school for men and women who have experience and aptitude for cooperative leadership in postwar reconstruction has been organized in association with Rochdale Institute, the national American cooperative training school. The new institute is open to students from all countries who can submit satisfactory records of education and ability for the postwar task of restoring and expanding the cooperative movements of devastated countries. Headquarters of the school are at 85-6 Riverside Drive, New York, in two buildings which afford classroom, office and assembly space, and also room for a cooperative reference library. Dr. James A. Warbasse, president *emeritus* of the Cooperative League of the USA, is director of the school, and Prof. Shih-Chi Hu, vice-president of the National Cooperative Training Institute of China, its executive secretary. The faculty includes twenty-three leaders from American, Asiatic, and European cooperative movements and professors from American universities.

School Lunches—The 1943 school lunch plan, in which the federal government offers to cooperate with local communities, is outlined in the September issue of *Consumers' Guide*. Under the new program, the Food Distribution Administration will reimburse local sponsors of school lunches up to a specified amount for food bought from local farmers and merchants—the sponsor being responsible for the cooking and serving of the lunches. Any public or nonprofit private school of high school grade or under may participate in the program, as may nonprofit child welfare centers, day-care centers, playgrounds, summer camps, and so on. The sponsor determines how much each child is to pay for his lunch, but the child who cannot pay must be served without charge, and under no condition may meals be sold at a profit. The program provides for three types of meals, from a complete lunch to "school milk" served without other food. The program may be sponsored locally by school systems or boards, parent-teacher groups, American Legion posts, or other civic or service agencies. FDA has prepared a booklet, "Hunger Quits School," telling how to set up a local program. Single copies free from FDA, Washington, D. C.

Issues of Race—Legal action has been taken by two parents in Trenton, N. J., who charge that their children are the victims of racial segregation in the public schools of that city. On the basis of the parents' complaint, a justice of the State Supreme Court has directed the board of education to show cause why it should not be compelled to admit two Negro children to Junior High School 2, attended chiefly by white children. In their complaint, the parents charged that it is the policy of the local school board to exclude all "Negro or colored children except those not of African descent" from the school in question, and to segregate them in a smaller and less modern school, attended solely by Negroes.

A "school strike" by eighty-eight Negro children and their parents is being conducted at Hillburn, N. Y., based on charges that the Negro children are segregated from white pupils in the district. The town's elementary school system is divided into two districts, with a highway as the dividing line. In one district, the entire population is Negro, in the other entirely white except for six families. It is charged that the children of the Negro families in the white community were denied admission to the "white" school. The National Association for the Advancement of Colored People has taken a hand in the controversy.

An experiment in the control of delinquency is being launched this fall in three public schools in Harlem. The experiment will include two classes of fifteen pupils apiece in each of the three schools. With a board of education appropriation of $65,000 for the special treatment of these ninety children, a

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psychiatrist and a psychologist with assistants for each will be assigned to the experiment; each school will have a social worker, and an after-school program of recreation. The experiment will be continued for two years, with careful individual records.

Change in the state law requiring "equal but separate" schools for white and Negro children is being urged by many Missouri educators. The present law was enacted in 1880, when every county had a considerable Negro population. Today, in 78 of the 114 counties of the state there are fewer than fifty Negro children. The present law obligates these 78 counties to maintain a very high per capita cost for the education of their few Negro pupils. In many of these counties, school officials hold that changed attitudes would make it a simple matter to have bi-racial schools. The proposal is to amend the law so that instead of reading "shall be educated separately" it will provide that white and Negro children "may be educated separately," leaving the decision to each county.

In Print— The findings of the institute on war and postwar problems of rural youth migration, held in Washington in early summer, are available in mimeographed form from the Alliance for Guidance of Rural Youth, 1201 Sixteenth Street, N.W., Washington, D. C. . . . To introduce college students to the opportunities of public library service as a career, the American Library Association publishes "Public Libraries in the Life of the Nation," by Beatrice Sawyer Rossell. It is an illustrated book of 105 pages, and includes chapters on many phases of library service and administration. Price $1.50, from the ALA, 520 North Michigan Avenue, Chicago, Ill.

About Housing

RENT control by the Office of Price Administration was declared unconstitutional last month by a United States District Court in a case involving the efforts of a tenant to recover a money judgment from a landlord. This decision, written by Judge Bascom S. Dearer of Georgia, if upheld by the Supreme Court of the United States would end the federal rent control program. Judge Dearer stated that "if Congress authorizes an administrator to fix prices as he thinks are fair and equitable it delegates legislative power." While indicating his agreement that rents should be controlled during war, he maintained that fixing fair and equitable prices is a legislative function. Criticizing the action of administrative agencies, the judge accused them of "apparently regarding the Constitution as an outmoded instrument."

The Department of Justice has announced its intention of carrying the case to the Supreme Court. The highest court some time ago refused on technical grounds to pass on a similar ruling in an Indiana case.

After Victory— When Congress voted an increased appropriation for war housing in July, it added an amendment to the Lanham act relative to the disposition of temporary war housing. The amendment makes it mandatory for the administrator, as promptly as may be practical and in the public interest, to remove all such housing under his jurisdiction. The time limit for complete removal is two years after the President's declaration that an emergency has ceased to exist. Provision is made for the exception from the removal order of such housing as the administrator, in consultation with local communities, finds is still needed in the interest of orderly demobilization of the war effort. Such exceptions are to be reexamined annually and reported to Congress.

The disposition of war housing has been recognized for some time as a potential postwar headache by the public and private housing agencies. [See *Survey Midmonthly,* June 1943, page 179.] It is the subject of an eight-page pamphlet of the National Committee on Housing (formerly the National Committee on the Housing Emergency), 512 Fifth Avenue, New York, 18; 10 cents a copy. Along with recommendations relative to all public war housing, the committee sets forth procedures and machinery which it urges for immediate adoption to insure an effective program based on federal and local cooperation and planning.

Tapering Off— A "man-bite-dog" variety of news comes from the National Housing Agency. Certain war congested areas, where not so long ago housing conditions were appalling, have reported current vacancies in war housing projects. The reasons are that there were fewer in-migrants than originally estimated, either because of the shifting of war programs, more effective methods of production, or the tightening manpower situation. While in some instances dwellings must continue to be held vacant pending new arrivals, in others where the manpower reduction is expected to be permanent, plans are being made for the removal of the temporary housing to another more crowded locality. Elsewhere, occupancy requirements are being modified. Serious housing shortages, however, continue in many of the 850 communities where war housing has been programmed, particularly on the West Coast and in the Southwest and Southeast, where production programs continue to expand. NHA is now concentrating on these areas.

Up to August first, 1,204,000 war housing units were completed, over 60 percent of which were privately financed. An additional 269,000 were under construction as of that date. A new policy of NHA is to build temporary housing on leased property whenever satisfactory arrangements can be made.

Health— An increasing number of reliable services are becoming available to tenants of public housing projects. One of the most extensive is a medical plan being participated in by 50,000 persons living in California projects.

Known as the California Physicians Services, this prepaid medical care program, which has the approval of the State Medical Society, includes full medical care, surgery, and hospitalization. Costs are $5 per month for a family of three or more, $4 for a married couple, and $2.50 for single persons. Doctors and nurses are assigned to the project on the basis of one full time doctor for the general medical needs of between 2,000 and 3,000 persons. Specialists are also available. While participation is voluntary, subscribers' fees are added to rent and collected by the housing manager.

The "Walled City"— The fate of the Metropolitan Life Insurance Company's proposed Stuyvesant Town in New York City still hangs in the balance. (See *Survey Midmonthly,* June 1943, page 187.) A case brought by a group of property owners in the area, decided in the company's favor by the New York Supreme Court, is now before the New York Court of Appeals, the highest court in the state. The court heard the case in early September, but has not yet handed down judgment. Another test case brought by a taxpayer and sponsored by a number of civic and social agencies, questions the legality of granting the power of condemnation to the company for the project in its contemplated form. The trial court has reserved decision pending action on the former case.

Share Your Home— A majority of the more than one million workers expected to move from one place to another in the year ending July 1944 must find homes in already existing buildings, according to Philip M. Klutznick, assistant administrator of the National Housing Agency and chief of its Homes Use Service. This division has designated early October as "War Housing Week" in order to launch a campaign for securing accommodations in private homes and rental properties for the families of 200,000 war workers; for rooms for 400,000 single workers; and for 80,000 dwellings in remodeled buildings.

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The campaign, which is directed especially to 170 critical war industry centers, is being conducted locally by the official war housing centers with the cooperation of civic and community agencies. A variety of opportunities for work is offered to volunteer aides—ranging from interviewing applicants for rooms or roomers, to inspecting apartments and seeking additional accommodations. Volunteers are urged to apply directly to local war housing centers or via the Office of Civilian Defense which is actively cooperating in the campaign.

Up to September first, over 1,500,000 in-migrant workers in war industry areas had already found living quarters in existing structures, but of these only a comparatively small number were in "converted" dwellings.

Planning—The August issue of the *Architectural Forum* (19 West 44 Street, New York 18) contained a preprint of a sixteen-page pamphlet entitled "Planning With You," now available at 5 cents a copy, for use locally as a part of a larger campaign for local urban development. Intended to point out why so many American cities must be replanned and rebuilt to meet modern conditions and how this can be done, the pamphlet has a primer-like form which should make it a useful educational tool.

Jobs and Workers

FOUR-DAY hearings on discrimination against Negroes in railroad employment were held in Washington by the President's Committee on Fair Employment Practice, in mid-September. Originally scheduled for January, the hearings were postponed to allow for the reorganization of the FEPC. The committee heard the testimony of aggrieved Negro workers, of representatives of the carriers, and of interested citizens. No representatives of the unions involved in the hearings appeared to testify. Bartley C. Crum, committee counsel, announced that no replies were received from three of the fifteen unions to which letters were addressed by the committee. Twenty-two railroads have been accused of employment practices based on racial discrimination. The carriers hold that their policies are determined by the local customs and requirements of the regions in which they operate. Negro witnesses cited as flagrant instances of discrimination on the part of the railway unions as on the part of the employing railroads. The committee heard testimony as to racial barriers in hiring, and also as to discrimination in opportunities for training, and for upgrading. In concluding the hearings, the Rt. Rev. Msgr. Francis J. Haas, recently appointed chairman of FEPC, stated: "The committee now has the evidence before it, and on the basis of the record will proceed to take such action as it may deem appropriate."

Political Set-up—The executive officers of the Congress of Industrial Organizations have approved the plans of the CIO Political Action Committee for national and regional organization. Sidney Hillman, head of the Amalgamated Clothing Workers, is chairman of the committee. The plan calls for headquarters in New York City, a small Washington office, and fourteen regional offices. The committee is holding a series of regional conferences this fall to establish this machinery for the CIO's political action campaign.

Women Workers—War industry in the Detroit area needs 82,000 more workers, according to War Manpower Commission officials, and women will have to fill 72,000 of the jobs because men are not available. At present, it is estimated that 200,000 women are working in Detroit's war plants. The new shortage is laid to the diminishing in-migration of workers, due in part to Detroit's housing shortage and the inadequacy of other community facilities, notably schools.

The number of women throughout the country taking war industry training has mounted sharply since the federally financed program was inaugurated in July, 1940, according to a recent report by Louise Moore, chief of the training section for women and girls in the U. S. Office of Education. To date, 800,000 women have been trained for war industry jobs in these courses, 650,000 of them in the past twelve months. When the program was launched, only 2 percent of the total trainees were women. By July 1, 1943, they represented 37 percent of those taking the courses. Early in the training, women were placed chiefly in unskilled and semi-skilled jobs. Today, employers demand women workers for an increasing variety of skilled jobs. During the first six months of this year, the majority of women taking war production training courses were enrolled for machine shop practice, aircraft sheetmetal work and riveting, inspecting and testing, and heavy electrical ship welding. Women are replacing men more rapidly on machine operations than in other types of war industry work, notably on drill presses, grinding and milling machines, and various bench machines and lathes.

High turnover among women war workers is the result of faulty working or community conditions, according to Mrs. Warwick B. Hobart, adviser on the employment of women to the director of civilian personnel, Office of the Secretary of War. Her report is based on an eight weeks' inspection tour of arsenals, depots, industrial plants, and ports of embarkation. She found that turnover of women workers compares unfavorably with the turnover rates of men only where allowances are not made for the physical abilities of a woman; where there is no first-rate personnel program; and where little headway has been made in supplying adequate opportunities for shopping, child care, laundry, and similar facilities to help women carry the double load of war job and home responsibilities.

White Collar Workers—A plea for economic aid for white collar workers, with substantial supporting data, is put forward by the United Office and Professional Workers in "A Salary Policy to Win the War," by Lewis Merrill. (Available through the union, 8 West 40 Street, New York 18, N. Y.) The statement argues that the economic status of white collar workers "is worsening in relation to the remainder of the population," and that this trend constitutes "a threat to production." The proposed policy would relax the "Little Steel" formula to permit a general increase in white collar salaries in relation to the increase in living costs over the last three years. The increase is estimated at 35 percent in contrast to the 15 percent permitted by the "Little Steel" formula. It also proposes a separate white collar division of the War Labor Board; industry-wide systems of classification; bonus and merit payments for white collar labor; and upgrading in classifications; a committee of the War Manpower Commission to report on the effective utilization of white collar labor; tax relief for white collar workers in the lower income levels.

War and Welfare

APPROXIMATELY 900,000 persons a year have been aided by the American Jewish Joint Distribution Committee in the four years since the Nazi invasion of Poland, according to figures released last month by this voluntary overseas relief agency. This was accomplished by the expenditure of $27,857,000 which provided relief, emigration assistance and economic and cultural help to Jewish war victims and refugees in fifty-two countries. In that time the JDC enabled 68,000 refugees to escape to the Western Hemisphere or to Palestine.

Before Pearl Harbor, the agency was able also to provide material relief for Jews remaining in Axis-dominated nations "without helping Hitler." Direct aid in these countries had to cease with the entry of the United States into the war, but foresighted arrangements had provided for local committees to carry on the work on funds borrowed from local sources and to be repaid after the war.

In the past year, the JDC has intensi-

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fied its operations in Europe, North Africa, the Middle East, and Latin America. Present expenditures of the JDC for refugees in Spain and Switzerland amount to $100,000 and $85,000 a month respectively. In North Africa, the agency has worked in close cooperation with OFRRO (see page 272). In Latin America, the JDC has aided in "the integration of 125,000 Jewish newcomers into the culture and economy of their adopted countries." In spite of the war a large part of the JDC's work is still assisting in emigration, particularly in the Middle East, where plans are now under way for the migration of 5,000 children from the Balkan countries to Palestine.

Prisoners of War—When the diplomatic exchange ship, the Gripsholm, left the East Coast last month for Marmagoa, in Portuguese India, where an exchange of American and Japanese prisoners of war and civilian internees will take place, it had on board $1,500,000 worth of Red Cross and next-of-kin food parcels, medicines, clothing and comfort articles for Americans in Far Eastern prison camps. To supplement these supplies, the first shipment from the West Coast of articles for American prisoners is expected soon to take place by way of a Russian ship. The USSR has allocated 1,500 tons of shipping space a month for the American Red Cross on boats moving from the West Coast to Vladivostok.

Demonstration—Last winter, after the initial experience of Buffalo social workers in attempting to help the draft boards screen the mentally unfit out of the army had bogged down, the Buffalo social work committee for selective service set up a three-month demonstration project of concentrated service to four local boards. The sole purpose of the project was research. A review of its experiences and the recommendations resulting from them are now available in a report issued by the Buffalo Council of Social Agencies, 86 West Chippewa Street, Buffalo, N. Y., price 50 cents. Chief point of the plan drafted by the social workers as a result of this demonstration was a shift of focus of cooperation from the draft boards to the induction center. Director of the project was Earl Martin of the Youth Service Society.

In England—"What a different phase the war has entered upon," wrote Letty Harford, of the Women's Group on Public Welfare in England, recently to Joanna C. Colcord of the Russell Sage Foundation. The letter was so full of items of interest to social workers that Miss Colcord has graciously consented to share excerpts from it with *Survey* readers.

"Nowadays in London," the letter reads, "one sees more American soldiers than British, and I have greatly enjoyed the opportunity of seeing one of the Red Cross clubs for U.S.A. troops. . . . I expect you have seen Sir Frank Stockdale's report on 'Development and Welfare in the West Indies,' 1940-42, issued by H. M. Stationery Office. We have found it very cheering to see the principles which social workers in Great Britain, and perhaps the National Council of Social Service in particular, have been formulating as a result of the experience of the last twenty years, recommended for adoption in the West Indies and embodied in an official report of this kind.

"I was tremendously interested to know that everything is going ahead in social work in the States as it is still here. I am sorry to hear that the National Conference of Social Work has had to be called off. We are managing to continue *small* conferences and had a very successful two days' conference recently of a new body of truly democratic flavor, being the Standing Conference of Women's Social Service Clubs. These are the clubs which arose out of unemployment which are looked after by the National Council through our regional councils.

"We are taking a greater and greater share in international matters, as we are just setting up an international committee, one of whose subcommittees will be concerned with various aspects of postwar rehabilitation and reconstruction. As no doubt you know, the National Council is also a member of the Council of British Societies for Relief Abroad, in whose foundation our general secretary, Mr. Haynes, has taken a large share."

Food Fights—The already familiar slogan "Food Fights for Freedom" is to become a national byword during the month of November. An educational campaign planned by the War Food Administration "will put the facts about the food situation before the civilian population," through the press, radio, magazines, posters, and word of mouth. Cooperating in the plans at Washington are the OWI, OPA, OCD, the War Advertising Council, and other federal agencies with related responsibilities. In local communities, nutrition committees, consumer committees, OPA community service committees, and other groups will cooperate through local defense councils to pass along firsthand the things that every householder should know about food prospects and use. Part of the plan includes distribution of a "Kitchen Chart" outlining the several responsibilities of the housewife in the national conservation effort.

Evacuees—A new forced migration of persons of Japanese ancestry in this country began last month when the War Relocation Authority got under way a plan to segregate the "pro-Japan" minority among the inhabitants of the relocation centers from the "loyal" majority. The plan involves conversion of the Tule Lake center into an internment camp by removing to other camps the 7,500 persons among its residents thought to be

When the authorities at the University of Illinois decided to open a curriculum in pre-professional training for social work this fall, they looked around for a person who would not only have a knowledge of the field but who would be able to give leadership in planning for the graduate school of social administration which they hope eventually to establish. If they were merely seeking advice when they turned to the American Public Welfare Association, they ran into some real luck, for they succeeded in luring away its assistant director, Marietta Stevenson, to fill the post.

Miss Stevenson has been one of the APWA's mainstays ever since she joined the staff in 1931. Previously she spent five years with the U. S. Children's Bureau. She has a long list of degrees to her credit, ending with a Ph.D. from the University of Chicago. Among her many writings is the authoritative "Public Welfare Administration," published by Macmillan. In her new position, Miss Stevenson will rank as full professor.

MARIETTA STEVENSON

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loyal to the United States and replacing them with a like number of allegedly "disloyal" inhabitants from other camps. When the exchange is completed there will be some 15,000 residents in Tule Lake, half of them under seventeen years of age. Unlike the 93,000 residents of the other centers, they will not be eligible for resettlement.

The American Friends Service Committee recently opened a hostel in Des Moines for Americans of Japanese ancestry. The original plan was to use the old Scattergood Hostel at West Branch which was closed last March after four years of service to European refugees, but local opposition, led by the American Legion, stood in the way. In Des Moines, however, according to a correspondent for *The Christian Century*, there seems to be a friendlier spirit toward the Japanese Americans, manifested both in community attitudes and in the press. The new hostel will have a capacity of twenty-five guests.

Community Affairs

THOMAS DEVINE, now chief of the War Service Branch of the Office of Civilian Defense, has been streamlining its community organization and planning program, following the congressional budget cuts of last summer. Several regional offices have been combined, the Washington staff reorganized, and sights set towards two major objectives.

The first is to coordinate and supply volunteer manpower to the several federal campaigns for war bonds, salvage, education in respect to food, nutrition, and the like. Through this branch of OCD, the Treasury has built up local campaign personnel for war bond drives under the auspices of local defense councils. Close cooperation is expected with the current educational campaigns of the War Food Administration.

The second objective is to help local defense councils in critical war impact communities achieve sufficient strength to deal effectively with such major problems as health, delinquency, recreation, housing, transportation, and food.

Field organizers of the OCD are prepared to spend as much as two weeks in communities where the situation warrants it. Their task will be to get an over-all view of community problems and resources, to assist in getting action where action is needed, to develop and strengthen leadership—and leave the community with a practical working plan. Follow-up assistance in carrying out the plan is also contemplated. Cooperation will be sought from the field representatives of other federal agencies, such as the Office of Community War Services, U. S. Public Health Service, U. S. Children's Bureau, the Committee on Congested Production Areas, in working out plans to meet the specific local community problems about which their agencies have knowledge.

This field organizational service will be rendered only at the request of the local defense council, after the approval of the state council. Initial announcement of its availability has already brought substantial demand from local communities.

The regional field organizers working in these selected communities will be under the immediate supervision of three members of the Washington staff—Mrs. Vladislava Frost on the Atlantic Seaboard areas, Thomas Vaughn in the Middlewest, and Dean McCoy on the Pacific Coast.

Zoot Suit Area—Los Angeles' concern about the zoot suit riots of last June is finding practical expression in the inclusion of $234,000 in its War Chest campaign, for special use in the area in which the riots occurred. Plans are being formulated through the Community Welfare Federation by a committee which includes representatives of the YMCA, YWCA, Boy Scouts, Girl Scouts, Camp Fire Girls, Boys' Clubs, Catholic Welfare Bureau, International Institute, and other social agencies. Details of a constructive program are still in the making, but they include the appointment of an area director who would help coordinate different types of service equipped to meet the particular needs of youth that have claimed so much attention.

Chest Money—Final analysis of the amount of money raised by Community and War Chests for 1943 and what was done with it, is reported in two recent bulletins of Community Chests and Councils, Inc., "Trends in Giving" and "Chest Budgeting."

The 1943 total was $160,457,000, an all-time record in private giving. This was an increase of 56 percent over 1942 and 94 percent over the 1935-39 average. One of every four people in the population covered, contributed—another all-time high. This was a 25 percent increase over 1942 and an 81 percent increase over the 1935-39 average. The largest increases in amounts of gifts were in the bracket between $5 and $25—nearly 110 percent. Gifts of $500 and over increased approximately 40 percent.

The basic reason for these general increases was, of course, the combination of community chests with war chests in a drive for both war relief and long-time agencies. Of the $160,000,000 total, $45,000,000 was for the special war services and $115,000,000 for the long-time services, regularly supported by community chests. Among a sample group of eighty-four chests which appropriated some $5,280,000 more to these regular local services than they had in 1942, by far the largest increase went to leisure time agencies—46 percent of the total. Over 11 percent of the increase went to chest and council administration, and a like percentage to children's agencies. The remainder was distributed in smaller amounts to other agency groups. Leisure time agencies now receive the largest block of total chest funds—29 percent—supplanting family service and dependency agencies which held the preferred position several years ago. These agencies now receive nearly 21 percent of the total chest funds.

Public Aid

"DEPENDENTS of servicemen represent an ever-increasing proportion of civilians dependent on public support," according to the American Public Welfare Association.

Evidence has been steadily increasing that present categorical allotments and allowances are insufficient to meet the needs of many families where husbands or other wage earners have entered the armed services. Last spring, the Minnesota Division of Social Welfare reported that in one month $17,000 of temporary aid was given to families waiting to receive the allotments due them, and another $5,000 as supplementary allowances in cases where the allotment was insufficient to meet family needs. A recent report of the Pennsylvania Department of Public Assistance states that "thousands of servicemen's families have been jointly aided by the department and the Red Cross." Reports from local communities show a similar trend.

Why Relief?—Why do some families still need general relief in a time of manpower shortage? Practically, how far can a public welfare department go in reducing that number?

Clear answers to some of the issues implicit in these questions are embedded in a recent analysis of 7,400 general assistance cases, made by the research department of the Philadelphia County Board of Public Assistance. Ninety percent of these cases had no person who could earn an income sufficient to support the family. In many of them, there was no potential wage earner at all. Even where there was an elderly member, or a young person with little experience who might be considered as a potential wage earner, some other reason made it improbable that he could produce an income—even in wartime. A special study of cases referred to the placement unit of the board showed that 91 percent were suffering from some mental or physical handicap. Approximately 40 percent were afflicted with some disease or chronic illness, 17 per-

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cent had some physical disability or deformity, 11 percent were suffering from some nervous or mental condition.

Experience of the board has shown that in the present labor market much can be done to help handicapped persons find employment. Often discussion with a recipient about job possibilities is enough to tip the scales and start him out on a successful search. Again, he may have been trying to find work for which he is not suited. Practical redirection of his efforts may result in finding something that he can do. In the present emergency, employers can be more easily persuaded to try a handicapped person who would not be considered in normal times. They are draft proof. They do not shop around for jobs. They are more appreciative of opportunity.

But these favorable factors have been largely exploited. The conclusion is clear —very few of the general assistance cases now present employment possibilities. They approximate a minimum residual load that must be cared for after those eligible for aid to the aged, dependent children, and blind.

The report makes this comment: "If these persons are fully entitled to public aid they are entitled to a scale of assistance which will lift them above the stratum of mere subsistence. Not only are they entitled to an adequate level of life, but it is also a matter of social expediency to see that this is made possible."

Age Limit—This summer, Wisconsin entered the list of states making it mandatory for the State Social Security Administration to assist dependent children up to eighteen years of age. Prior to that, assistance to children between the ages of sixteen and eighteen had been permissive.

SBLI

THE difference between Savings Bank Life Insurance and insurance sold through the agency system, from the standpoint of the insured, is underscored in an article in the *Savings Bank Journal*. Although this form of low cost insurance was provided under state laws enacted more than four years ago in New York, five years ago in Connecticut, and a quarter of a century ago in Massachusetts, savings bankers feel that too few people "are as yet fully aware of the benefits of this form of life insurance." This article points out that the net payment (premium minus dividend) on a $1,000 straight life SBLI policy issued at age thirty-five at the end of the fifth year is 48.4 percent less than the net payment on the average of the three industrial companies used for comparison, and 9.7 percent less than the net payment of five ordinary life companies. Further, on industrial (weekly premium) policies there is no provision for loan values at any time. Cash values are available after six months on the savings bank policies as compared with two years on the companies' ordinary policies and three years on industrial policies. The article cites records showing that between 45 and 50 percent of the industrial policies lapse within three years.

Conference—A working conference of the administrative officials and representatives of the issuing banks in New York, Connecticut, and Massachusetts was held in Lenox, Mass., the last week in September. Each session featured a panel discussion of some current phase of SBLI, followed by questions and comments from the floor.

Connecticut Progress—The report of SBLI business in Connecticut for the month of August showed applications received through the eighteen participating banks totaling $153,050. This represents a 30 percent increase in applications over the previous month, and a 53 percent increase over applications received during August 1942. The secretary of the Fund ascribes this increase to "a large number of working women applying for life insurance."

The Public's Health

DURING 1942, our first full year of war, we achieved the lowest deathrate on record in the United States. This and other good news about the health situation in this country were revealed in a report released last month by the Office of War Information, based on data from the U. S. Public Health Service, the War Manpower Commission, and the Federal Works Agency. Contributing to the low deathrate was a drop in maternal mortality for the thirteenth consecutive year, accompanied by a decrease in infant mortality which brought the rate of infant deaths to around 40 per thousand live births.

The report pointed to other bright spots. Influenza and typhoid, which usually ride with the four horsemen, were "below the peacetime average." The expected wartime increase in tuberculosis deaths "has not yet begun to show in health records." But there were dark spots, too, among them an increased number of man-days lost from production because of illness, especially respiratory sickness—but even this "was not greater than was expected from the strain of wartime living and working conditions."

Other dark spots were among the statistics cited for the first part of this year. By August 14 there had been more cerebrospinal meningitis than in any entire year since 1914. The incidence of poliomyelitis is above any year since 1934. There were twice as many dysentery cases by July as for the first six months of the previous year. In the first quarter of this year, absences from work for eight days or more because of respiratory illness had increased by 68 percent over the same period in 1942.

The most acute health problem facing the nation, according to the report, is the physician shortage. It hints that in spite of the efforts of the U. S. Public Health Service and the WMC's Procurement and Assignment Service toward a redistribution of civilian doctors to areas of greatest need, the problem will tend to increase unless the requirements of the armed forces are revised. It describes the difficulties of redistribution, but reveals the fact that so far 1,469 doctors have been relocated in line with surveys showing where the ratio of doctors to population is substandard.

Mental Health—More adequate screening at the draft boards could have prevented at least two thirds of the mental breakdowns which are accounting for half the army's present medical discharges, maintained Dr. George S. Stevenson, director of the National Committee for Mental Hygiene, on releasing the committee's annual report recently. The document reports on the committee's progress in carrying out its seven-point wartime program. Briefly the points are: the exclusion of the mentally unfit from the armed forces; early detection and treatment of incipient neuropsychiatric cases within the armed forces; rehabilitation of mentally disabled civilians and servicemen; continuance of civilian services for the mentally defective; maintenance of public morale; mental health guidance for dislocated civilians; strengthening mental hygiene services for postwar life.

Specific projects undertaken by the committee in its efforts to carry out this program, include among others: the formulation, at the request of the National Selective Service System, of "a general program of psychiatric selection that can be recommended to all states"; the preparation of material to help personnel in the army, Red Cross, and USO to recognize and deal with the symptoms of mental upset; the conducting, in cooperation with the Vocational Adjustment Bureau, of a nationwide consultation service on problems of the rehabilitation of the mentally handicapped; the survey of the experience of eighty child guidance clinics in an effort to determine the effects of the war on children. In commenting on screening programs already under way, the report particularly commends the states of New York

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and Connecticut (see page 269) for "cooperating brilliantly with local social agencies on preliminary sorting and . . . giving the induction centers invaluable help."

For Rehabilitation— With financial aid from the Commonwealth Fund, the New York Hospital recently opened a special psychiatric out-patient clinic to aid in the reclamation of the 80,000 men in New York City rejected or discharged from the armed forces because of mental illness. Purposes of the clinic, according to its director, Dr. Thomas A. C. Rennie, are to serve as an actual treatment center and as a fact-finding agency to determine the extent and nature of the problem. Cooperating in the rehabilitation program are the state selective service board, and several social agencies: the New York City Committee on Mental Hygiene; the regional office of the Social Security Board; the U. S. Employment Service; the Vocational Adjustment Bureau; the American Rehabilitation Committee; the Community Service Society; the Young Men's Christian Association.

Hospital Workers— Plans for the mobilization of men volunteers to relieve the hospital male personnel shortage were announced last month at the wartime conference of the American Hospital Association in Buffalo. The plan is to recruit men from all walks of life through the local defense councils, the hospitals to determine the tasks to which they are to be assigned. The announcement implied that unless the recruiting program is successful, many hospitals throughout the country will have to shut down some of their wards and curtail their services.

No stranger to the Young Women's Christian Association is Grace Loucks Elliott, the new general secretary of the National Board, for she has been president of the YWCA's of the United States since 1940. Previously she had many years of experience in YWCA work including service as national student secretary, chairman of the national employed personnel committee, and membership on the National Board. In her new capacity she fills a vacancy created by the retirement of Emma P. Hirth, general secretary since 1938. Miss Hirth, who is well known also for her many vocational studies of women, plans to continue her activities as a member of the executive committee of the USO.

Vandamm

GRACE LOUCKS ELLIOTT

Nursing

As of September 1, sixty-seven schools of nursing had been approved as training centers for the new United States Cadet Nurse Corps. Over 500 state accredited schools of nursing have applied to the U. S. Public Health Service, designated by law to administer the scheme, for participation in the program. Plans of the schools submitted with the applications are being evaluated as rapidly as possible, according to Lucille Petry, director of the division of nurse education in the USPHS. The corps, designed to relieve the present nurse shortage, affords free training in professional nursing to its members. The federal funds available will provide complete tuition, fees, stipends, maintenance, books, and uniforms for student nurses accepted by the corps. In return, members of the corps agree to remain in nursing "for the duration." Monthly stipends range from $15 for the first nine months to $20 for the next 15 to 21 months, depending on whether the school has adopted a speed-up plan which reduces its training period from 36 to 30 or to 24 months. For the remainder of the training period, the student receives a stipend of at least $30. Corps members on duty will wear the uniform of their school. For the street, they will be provided with the recently adopted USCNC uniform, consisting of a wool suit, top coat, striped cotton summer suit, raincoat, and simple round necked blouses, to be worn with a beret designed after that of General Montgomery. The basic color is dark gray, with scarlet button-on epaulets.

Dr. Thomas Parran, surgeon general, has announced that women in essential industry will be released for the Cadet Nurse Corps, just as they are for WAC, WAVES, SPARS and Women Marines.

Local hospitals are being asked to become the information centers for the Cadet Nurse Corps, by agreement among the American Hospital Association, the Catholic Hospital Association, the Protestant Hospital Association, and the U. S. Public Health Service and the National Nursing Council for War Service. The American Hospital Association has mailed to each of the 6,500 hospitals in the country a description of the task it is expected to perform. The National Nursing Council will continue to give guidance information to young women considering the nursing profession. Those who cannot obtain the information they seek about professional training through the local hospital are urged to write to Box 88, New York, the post-office box of the National Nursing Council for War Service.

Foreign-Trained Nurses— A program for licensing nurses trained in foreign countries has completed its first year in New York State. The plan was inaugurated by the New York section, National Council of Jewish Women, which had contacts with many women who had held important positions as supervisors or on the staffs of large hospitals in Germany, France, Belgium, Russia, and other European countries, but were unable to register here. The main obstacles to their licensing were the inability of the State Board of Examiners to evaluate foreign professional training and inability of most candidates to present complete documentation of their academic and professional education. In this situation, the State Board of Examiners agreed to permit foreign-trained nurses to demonstrate the thoroughness of their training by the use of "The Diagnostic Test," which already had been used by the National League of Nursing Education in other communities. Only those nurses would be eligible for the test who could meet all other regulations of the Board, including documentary proof of their training, or corroboration of the training by a classmate. Five hundred nurses were interviewed, of whom 157 qualified for the test. Of these, 129 have taken the test, and 28 more will take it this month. Of the 129, fifty showed no deficiencies in their training. Of these, 29 were eligible for a license at once because they had complied with residence and all other technical requirements; 22 were required to take the state board examinations. Of these, 13 have passed the examinations and received their licenses.

In the diagnostic test, 79 nurses showed a deficiency, and for these the board required clinical and classroom instruction in an approved hospital: 21 to study one subject for three months; 19, two subjects for six months; 2, three subjects for nine months; 37, all subjects for one year. Nine approved hospitals made arrangements for these nurses to make up their deficiencies, and at the same time to give them employment as graduate nurses, receiving two thirds of the basic

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staff, salary plus maintenance. Eleven of these 79 nurses have completed their make-up work, 27 are now enrolled in hospitals, 4 more will begin their retraining this month, the rest are undecided as to whether they will undertake the additional work.

Realistic Training—Special 176-hour courses for army medical and nurse corps officers and enlisted medical corpsmen are being set up in induction centers in all the service commands. The courses include protection against air attack and chemical warfare, hikes under full pack, intensive drilling, study of enemy booby traps, and lectures on army customs and procedures.

People and Things

IN order to celebrate the twenty-fifth anniversary of the school as well as to honor the man who has just retired from two decades of its directorship, the Smith College School of Social Work last month published a special issue of its quarterly *Smith College Studies in Social Work*, entitled "Papers in Honor of Everett Kimball." No trite testimonials are these, but a collection of considered studies of the effects of the war on the people with whom the social worker deals, of recent trends in casework theory, of the social worker's role in specific mental hygiene programs, of particular instances of casework practice, of problems of training and theories of research. The result is living testimony to the effectiveness of Professor Kimball's efforts, for the deep-thinking authors are all alumnae and faculty of the school, and include such well known names as Ruth Smalley, Sybil Foster, Henrietta L. Gordon, Florence Hollis, Annette Garrett, and Helen Leland Witmer. Says William A. Neilson, president *emeritus* of the college, in a foreword: "An account of Professor Kimball's services would . . . involve the history of the development of psychiatric social work in general and many of the changes that have taken place in psychiatry itself during the last quarter of a century." Price $1.50 in paper, $2 in cloth, from the school, Northampton, Mass.

Nurses—The National Nursing Council for War Service has announced several additions to its staff, among them: Eleanor Lee who is on loan from the Presbyterian Hospital School of Nursing, Columbia University, to act as part time secretary for the college field unit; Mary Louise Foster, on loan from the Henry Street Visiting Nurse Service, New York, to head the clearing bureau; Gertrude Binder, former director of the Social Service Exchange in Pittsburgh, to head the public information staff. . . . Dorothy V. Wheeler, for the past four years director of the school of nursing at the Flower-Fifth Avenue Hospital, New York, has been appointed executive secretary of the New York City Nursing Council for War Service. She succeeds Mary D. Burr who has become director of the new Central School of Nursing at Wagner College, Staten Island, N. Y.

Changes—After eight years as head of the National Youth Administration, Aubrey Williams resigned last month. During his directorship, the organization, which is now in the process of liquidation, has helped some 4,000,000 young people to acquire education and training through work. In accepting the resignation, President Roosevelt indicated that Mr. Williams was too valuable a man to lose and might be expected to return to government service soon. . . . The Russian War Relief has as its new director Fred Myers, who has been its public relations director since the organization's inception two years ago. . . . Elizabeth Woodruff Clark has returned to her old stamping ground, the International Migration Service, where she is now associate American director with headquarters in New York. Miss Clark, who was executive secretary of the National Association of Day Nurseries until its demise about a year ago, has spent the greater part of the past year in St. Louis where she served as consultant to the bureau of wartime child care of the St. Louis Planning Council. . . . Frank McBroom, formerly with the United War Chest of Absecon Island, Atlantic City, N. J., is now associated with the United War Chest of Texas.

Examination—The Los Angeles County Civil Service Commission has announced an examination for medical social work consultant in the Los Angeles County Department of Charities, a position paying from $255 to $303 monthly. Applicants must be between 21-55 years of age with at least two years recent experience in supervising medical social workers or directing a medical social work program, and must have completed an approved curriculum in medical social work or be college graduates who have finished an organized curriculum in social work and have had two years additional experience. Inquire of the commission, Room 102, Hall of Records, Los Angeles, 12, Calif. Applications must be filed on or before November 27.

Called Off—In order to cooperate with the government's efforts to reduce civilian wartime travel, the Association of Junior Leagues of America has canceled its plans for fourteen institutes which were to be held in the coming year in place of a national convention. The association, however, has recently published a guide entitled "Design for Tomorrow," to assist local leagues in planning meetings.

New President—Hampton Institute announces the election of a new president, Dean Ralph P. Bridgman of Brooklyn College, one of the municipal colleges of Greater New York. Before going to Brooklyn, Mr. Bridgman was director of the Parents' Council in Philadelphia, and later, director of the National Council of Parent Education. He will take over the presidency of Hampton at the beginning of the second semester of the current college year.

Periodical—The Immigration and Naturalization Service last summer inaugurated a *Monthly Review*, designed to be helpful in assisting non-citizens acquire United States citizenship. In addition to up-to-date information on the rules and regulations dealing with immigration and naturalization matters, the bulletin contains interpretive material on the service's operations. Price 10 cents a

Converse

COURTENAY DINWIDDIE

Stricken on a tennis court last month, Courtenay Dinwiddie died at the age of sixty. Thus came to an end a career of distinguished service to people. Programs of child health, child labor, public welfare, anti-tuberculosis, are better served today because of his identification with their progress. Skill, sensitivity, daring, a perceptive mind combined with a twinkle in his eye that revealed the secret of his common humanity, were among his sterling attributes. Constantly alert to unheeded needs, he had brought, since 1930, in his capacity as general secretary of the National Child Labor Committee, a special devotion to the problems of migratory farm workers. Said a social worker who knew him well, "There goes a man who really cared."

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copy, $1 a yearly subscription, from the *Monthly Review*, Department of Justice, Washington, D. C.

Campaign Head— Last month the American Red Cross announced that Leon Fraser, president of the First National Bank of the City of New York, would serve as chairman of its 1944 war fund campaign, to be held next March.

Consultant— That the importance of psychiatric screening of the mentally unfit from the armed forces is becoming increasingly recognized by the powers that be was indicated last month by the appointment of Dr. Raymond W. Waggoner as adviser to the director of selective service. For the past six years, Dr. Waggoner has been professor of psychiatry at the University of Michigan and director of its Neuropsychiatric Institute.

Meetings— The Tenth Anniversary National Conference of the American Committee for the Protection of Foreign Born will be held at the Hotel Commodore in New York on October 30-31. Its central purpose will be "to develop a program that will help rally all foreign-born Americans for complete support of President Roosevelt's win-the-war policies." . . . The National Association for Nursery Education is holding its tenth biennial meeting in Boston, October 22-25, with headquarters at the Hotel Statler. Theme of the conference will be "The Community Serves the Child in War and Peace."

ROSENA FELS, founder and long-time director of the Young Women's Union, now the Neighborhood Center, in Philadelphia, died last month at the age of eighty-one. Sister of the well known manufacturer and philanthropist, Samuel Fels, she began her interest in social welfare as a leader in kindergarten movements. For twenty years she operated, with her sister, the late Barbara Fels, the La Grange Vacation Home, a pioneer recreation center for working girls.

JOHN R. SHILLADY, one of the pioneers in social work and social reform, died on September 6 at the age of sixty-eight, after a long illness which had kept him inactive for many years. Best known for his organization and development of the National Travelers' Aid Association and his courageous career as executive of the National Association for the Advancement of Colored People, Mr. Shillady was an outstanding member of that group of national leaders who, in the first two decades of the century, laid solid foundations for the achievements of present day social work.

Readers Write

Child Care Committees

TO THE EDITOR: I have read with a great deal of interest Kathryn Close's article in the July *Survey Midmonthly* on "Day Care Up to Now."

The author described in some detail the program as carried by the committees on child care of local defense councils but did not indicate that tie-up. I am wondering why. In each instance they were just listed as community committees.

There are forty-five state child care committees operating under state defense councils and over 1,000 local defense councils report on active child care committees. The day care program has been the first undertaken, but gradually the committees are broadening their interests to cover all problems affecting children as a result of the impact of the war.

THOMAS DEVINE
Office of Civilian Defense
Washington, D. C.

EDITOR'S NOTE: The author may have taken too much for granted in assuming that the reader would be aware of the tie-up of these community committees and the defense councils, a relationship she pointed out in an earlier article. (See "While Mothers Work," *Survey Midmonthly*, July 1942).

Normal, Not Average

TO THE EDITOR: As a *Survey* devotee for twenty years, may I call attention to a serious misstatement in the August *Survey Midmonthy*? A book review by Gertrude Springer or Ewan Clague is always accepted joyfully. To find in the same section an absolutely untrue statement is discouraging. Ruth Andrus says of "Glimpses into Child Life," by Dr. Rose Zeligs, "This book suffers from the author's inclination to lump children by discussing an 'average' child. While it includes some interesting data, the general point of view seems mechanistic."

Fortunately for me, I had discovered the book before seeing the review. Certainly few persons would bother with the book after reading Miss Andrus's description. On page six of the introduction the word "average" is used twice in regard to *test scores*, not *children*. All through the book, wherever the word "average" occurs, the usage is in reference to *tests*. Nowhere does the author speak of an *"average child."*

"Glimpses into Child Life" is about *normal* children. It begins: "There is no one like you on earth, there never was anyone like you, nor will there ever be. You are unique in your individuality, your personality, your physical make-up. You are unique in the experiences and contacts that you make. This is also true of each of your children." Does this sound as if the author has a tendency "to lump children by discussing the 'average' child?" On the contrary, the emphasis throughout is on the uniqueness of the individual. The author speaks of "tremendous differences," of the need to understand the individuality of every child. The illustrative material was taken directly from hundreds of children through original research by the author, and to me, seems vivid, fresh, and convincing.

MARIE S. EGE
Catholic Charities, Cincinnati, Ohio

Minnesota's Aged

TO THE EDITOR: In your "Among the States" column for August 1943 there are two misstatements regarding Minnesota's old age assistance program.

The first of these is that Minnesota has a new maximum of $50. The 1943 legislature did raise the maximum from $30 to $40, but not above this.

You also state, "In Minnesota a law was passed which allows them (old age recipients) to accept employment without jeopardizing their grants at all." This statement is not quite accurate. Actually, the legislature did pass a law providing for the quick reinstatement of recipients who leave the rolls to accept private employment. Such legislation is somewhat similar to the WPA regulation which was adopted in order to ease the anxiety of those who were willing and perhaps eager to accept private employment, but were afraid of not being able to get back on the program at the termination of such employment. As you no doubt know, according to the Minnesota law, the first $100 of income from personal earnings or gifts need not be considered in computing the assistance grant. This was unchanged by the last legislature and still remains in effect. To return to your statement, the grant of the recipient would be affected by any income over $100.

Research Consultant ROBERT MOSHER
State Department of Social Security
Division of Social Welfare
Saint Paul, Minn.

EDITOR'S NOTE: The editors can only apologize that one of its usually accurate sources of information for once proved fallible.

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Book Reviews

Homefinding as Case Work

IN QUEST OF FOSTER PARENTS — A POINT OF VIEW ON HOMEFINDING, by Dorothy Hutchinson. Published for The New York School of Social Work by Columbia University Press. 145 pp. Price $1.75, postpaid by Survey Associates, Inc.

THIS book, according to the introduction, "is written for the homefinder and any social worker interested in the process by which foster parents are selected." Because it is both a most readable volume and, at the same time, a real contribution to the literature of the field of child welfare, it will undoubtedly have a much wider audience than do most books concerned primarily with the placement of children in families. In her penetrating and understanding analysis of the wish for foster parenthood and the psychological factors that are a part of this relationship with a child, Miss Hutchinson shows that homefinding is not an isolated part of case work but is, rather, an integral part of case work in placement of children, involving understanding of the foster parents and the meaning of parenthood in general, to them and to the worker herself.

Homefinding has certain characteristics that distinguish it from other areas of case work: The need of the homefinder for the foster home in order that she may carry on her service to children; the applicant's request for the actual person of a child rather than for money or services; and the other subtle psychological factors basic to a relationship that differs widely from that of the usual "client" and case worker. The author interprets with consistent skill and understanding the meaning and importance of these and other aspects of the process of homefinding and the foster home study. She covers such considerations as the applicants' incentive in offering themselves as foster parents, the value of office and home visits, the mutual decision of foster parents and worker as to whether or not to continue with the application, and the refusal of foster parents when refusal is necessary.

With the present pressure on a shrinking supply of foster homes, child welfare workers will welcome the thoughtful discussion of the indispensable qualifications to be sought in foster homes and the deficiencies that can be accepted without too great danger, although the author concludes with a note of warning that "one cannot supervise a substandard home; one can only police it." The chapter on "Homefinding in Wartime" discusses, also, experiences with refugee children. These confirm and reaffirm the methods of peacetime. They have also demonstrated to a sometimes doubting public that child placing is a professional job calling for training and experience.

The discussion is illustrated with well chosen excerpts from case records, and the book closes with a bibliography.

ELSA CASTENDYCK
Director of Research
Social Service Division,
U. S. Children's Bureau

The Value of Group Relations

AN INTRODUCTION TO GROUP THERAPY, by S. R. Slavson. Commonwealth Fund. 352 pp. Price $2, postpaid by Survey Associates, Inc.

THIS book describes the therapeutic value of group relations and creative effort in resolving the conflicts of dissocial children. The principles involved, the choice of clientele, the function of the adult, and the therapeutic process should prove illuminating to case workers, group workers, and all who are concerned with adolescent or younger children. The material is based on records of more than 700 children, aged nine to eighteen in 55 groups.

Records of two groups and five typical cases are given. One outline usefully tabulates in parallel form the simultaneous case and group treatments. Psychiatrists and psychiatric social workers who deal with individual children but who are not familiar with group work will especially appreciate the author's scientific approach to the subject.

S. R. Slavson has had extensive first-hand experience with children in activity groups, in correctional institutions, and in progressive schools. He has done original and profound analyses of the processes of personality interaction precipitated by group dynamics. His work with therapy groups has attracted much interest and his book on the subject has been long awaited.

DOROTHEA F. SULLIVAN
Washington, D. C.

An Aid to Rural Teachers

CHILD DEVELOPMENT AND GUIDANCE IN RURAL SCHOOLS, by Ruth Strang and Latham Hatcher. Harper. 218 pp. Price $2.50, postpaid by Survey Associates, Inc.

HERE is a contribution to professional educational literature. First, because it treats the subject of guidance in an elementary, direct, and yet clear, concise manner. Principles are made very concrete by the frequent use of case studies. Second, because it recognizes the rural school and the existence of problems peculiar to rural education. Indeed the book would have been stronger had it placed more emphasis upon the one-teacher school of which there are so many in the nation.

The underlying philosophy portrayed throughout is basically sound. The authors assume that there are problems of guidance in rural schools sufficiently marked to merit a special discussion and treatment of them. They assume further that rural teachers are, on the whole, not well prepared; are given little or no supervision and therefore need practical suggestions with respect to guidance.

In view of these correct assumptions, the book is replete with practical suggestions concerning the detection and treatment of a wide range of guidance problems. Frequent footnotes list sources of helpful materials.

One of the most valuable aspects of the book is the large number of case studies that are listed. These clarify and objectify the discussions pertaining to guidance. The cases are well chosen and the descriptions clearly stated. The chapter dealing with the guidance of parents contains suggestions of significance to everyone interested in the guidance of youth. The list of suggested readings may be of considerable value to teachers and supervisors.

The authors have made a real addition to the teacher's bookshelf. Every rural teacher and those engaged in the preparation of teachers for rural schools should read this book. I. D. WEEKS
University of South Dakota

Teaching Tolerance

INTERCULTURAL EDUCATION IN AMERICAN SCHOOLS, by William E. Vickery and Stewart G. Cole, Harper. 214 pp. Price $2, postpaid by Survey Associates, Inc.

THIS volume has two basic assumptions: the first, that race and culture conflicts present serious problems; the second, that a program of intercultural education will lessen, and sometimes eliminate, such conflicts.

In developing these theses, the authors take us over ground that has been rather thoroughly covered in numerous books and pamphlets; but in their handling of the subject there is a degree of timidity which expresses itself in conflicting statements that attempt both to defend and to dispute the value of intercultural education. Just how much importance do they attach to their "General Objective Derived from Proposition 3: To develop an understanding of and appreciation for cultural differences, so that the best aspects of every culture in America may be preserved," if they feel that they must at the same time discourage any recognition of cultural differences where only two or three families represent those variations? Contradictions of this sort abound throughout the book. Apparently the intention of the authors is to get something that is just enough, but not too much, intercultural education.

The "hush-hush" attitude has long characterized both the dominant and minority groups. How can the school ascertain the desires of minority people

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concerning programs of intercultural education, as the writers advocate, unless their cultural heritage is invited to come forth into a friendly climate?

The impression that the authors may not have implemented their theory of intergroup relationships with the firsthand experiences of people representing minority groups and different economic classes is further conveyed by tactless phrases. The use of a term like "colored folk," with its subtle connotation, shows a lamentable failure on their part to identify themselves with the group being discussed.

The suggestions for classroom activities, upon examination, prove to be, in large measure, a discussion of accepted teaching techniques. Teachers seeking advice applicable to given grades are left without anything specific as to available material, and with an uncertainty as to the wisdom of opening the question at all should there be only two or three minority group families in their community.

As for the style of this book, it must again be said that nothing is so simple but that the pedagogues can make it wellnigh incomprehensible. Intercultural education pleads for advocates not only trained in the social sciences, but possessed of imagination and experience in real life situations in both classroom and intergroup activities.

A valuable bibliography is appended to this manual, but the book lacks an index.

ETHEL M. DUNCAN
Girard College, Philadelphia, Pa.

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Personal Health and Happiness

MANAGING YOUR MIND, YOU CAN CHANGE HUMAN NATURE, by S. H. Kraines, M. D., and E. S. Thetford. Macmillan. 374 pp. Price $2.75, postpaid by Survey Associates, Inc.

MUCH of the material in this book is presented in a form which should be helpful to the physician or social worker who is trying to give the patient some reading which will explain the relationship between emotion and illness. The discussion of the nervous system function may be too technical for the average patient, although many will be interested. The first part of the book could be used as a reference book by students in medicine, nursing and social work, by teachers, clergy, and anyone who wishes to gain an idea of some of the trends of present day medicine.

On the basis of knowledge gained from the recent advances in medicine, psychiatry, and sociology, the writers attempt to show "How man can, by changing his own nature, live on a much higher plane of personal health and happiness." The first third of the book discusses the physiology of man in comparison with lower animals, the autonomic nervous system, and goes into the field of psychosomatic medicine in considerable detail. There are chapters covering tension, heart symptoms, stomach symptoms, and others, in which case histories are given. The writers then turn to some psychological mechanisms, such as repression, dissociation, projection, obsessions, and phobias. Quite abruptly they put in a chapter on sex and marriage and go on from this to a discussion of a philosophy of life. There are chapters on achieving maturity, self-reliance, and courage which include advice on the bringing up of children. Another chapter discusses techniques of handling problems, work habits, and recreation.

Unlike most of the material that has been published in recent years, the emphasis is on the conscious rather than the unconscious. For example, they write: "Man's actions are motivated by his feelings (desires); the success or failure of his actions is reflected in accompanying and subsequent feelings; and his thinking *can* be used to direct his action. The plea of this book is that we avail ourselves more fully of the directing capacity of the cortex." Although the writers use knowledge gained from the psychoanalytic schools, the work is full of material which is in harmony with the successful work of the late Dr. Austen Fox Riggs.

New York A. LOUISE BRUSH, M.D.

What, Why, and How We Eat

FOOD FOR PEOPLE, by Margaret G. Reid. Wiley. 653 pp. Price $4, postpaid by Survey Associates, Inc.

THIS is one of the most valuable books on food that has been published recently and should be in the libraries of all who are interested in the food people eat and the influences of economic and social policies and trends on food production, distribution, and consumption. Nutritionists will be especially interested in the author's presentation of the subject of food habits.

The introductory chapters are followed by three chapters on food production apart from that produced by farm families for their own use. Significant trends in regional and mass production and processing are discussed and suggestions given to improve the quality of available foods. The author then presents four chapters on family-furnished foods and how to evaluate their economic worth. This section closes with a chapter on food processing and preparation in the home.

Considerable space is devoted to various aspects of food consumption, beginning with food habits, the physiological basis for them, how changes may be effected, and trends in changes that have been noted. The author discusses food consumption patterns as affected by food prices, income levels, size and composition of families, and consumer purchase practices. She concludes this section with a discussion of the probable adequacy of the American diet.

The fourth section of the book concerns social policy in relation to food consumption, beginning with public administration of relief, and methods used recently to improve food consumption patterns of underprivileged groups. Other chapters deal with food advertising influences; effect of tax barriers and of other legislation affecting food distribution; legislation to protect the public against misrepresentation; and the advantages of grade labelling. The last chapters cover methods used to control market prices and food monopolies, with a final chapter on the special food problems of wartime.

The book concludes with a brief discussion of the place of food in the evolv-

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ing social order, calling attention to the growing community, national and international responsibility that all persons be well fed. The author hopes that her book "will aid in formulating an agendum for developing economic and social organizations that will permit the science of nutrition and agriculture to make a contribution to the health of people throughout the United States and in the lands beyond the seven seas."

Nutritionist MARTHA KOEHNE
Ohio Department of Health, Columbus

Interpretation of Epilepsy

CONVULSIVE SEIZURES—How to Deal With Them, by Tracy Putnam, M.D. Lippincott. 168 pp. Price $2, postpaid by Survey Associates, Inc.

THIS well written non-technical treatise on "Convulsive Seizures" is both timely and enlightening. In clear and simple language, Dr. Putnam, a pioneer and authority on epilepsy opens up the field to the interest and comprehension of the lay reader. The book may also serve as a manual for social workers, teachers, lawyers, legislators, families and friends of epileptics, and others who may deal with persons subject to convulsive seizures.

This manual may be likened to an extended consultation, after the individual medical consultation has established the regimen which the patient must follow rigidly and intelligently. The analysis and interpretation of the seizures will be useful both to the patient and to his contacts. To the patient, this book offers courageous guidance towards a fuller understanding of the illness. It encourages him to accept responsibility for his daily regimen and strengthen his sense of relative security.

Dr. Putnam pleads for a sympathetic and intelligent attitude on the part of the public toward persons subject to convulsive seizures. The social walls confining the epileptic must be breached and the gates opened to permit an expanding life for those so handicapped.

He points out that "over half a million people in the United States have recurrent seizures—about as many as have active tuberculosis." Approximately 50,000 are supported in public institutions at the cost of twenty million dollars, and twice that amount of public funds is used to support such persons not institutionalized.

A physician's handbook aimed to cover the technical aspects of the problem is in preparation as a counterpart to this book. It would be inadvisable for the lay person to evaluate the chapters referring to medical diagnosis and treatment.

The book concludes with a brief discussion involving the newer medical and psychological factors underlying seizures, as against many antiquated concepts.

Milwaukee, Wis. MIRIAM H. PEIZER

Directory of Social Organizations (cont.)

Health

NATIONAL JEWISH HOSPITAL AT DENVER, 3800 East Colfax Ave., Denver, Colorado, Samuel Schaefer, Executive Secretary, Chas. J. Kaufman, M.D., Medical Director. Free, non-sectarian for needy tuberculous adults and children (kosher dietary). Maintains children's preventorium. Medical, educational, vocational, occupational, psychological, psychiatric and social services. Esther Cohen, director of Social Service and Vocational Therapy. Applications, New York area: 19 West 44th St., Philip Houtz, director; Philadelphia area: 1103 Widener Building, Harold Greenspun, director; Chicago area: 30 North La Salle St. Other applications through local Jewish Federation and Welfare Funds or direct to Hospital.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—1790 Broadway at 58th St., New York. Ruth Houlton, R.N., Gen. Dir. Advisory Service, statistics, monthly magazine, Public Health Nursing.

NATIONAL TUBERCULOSIS ASSOCIATION—1790 Broadway at 58th St., New York, Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

PLANNED PARENTHOOD FEDERATION OF AMERICA, INC. (formerly Birth Control Federation of America)—A clearing house cooperating with social workers in referring mothers to medically directed birth control clinics in 42 states, including 20 centers in Greater New York. In areas lacking centers, qualified physicians are available. Phone or write: 501 Madison Avenue, New York City. WIckersham 2-8600. Honorary Chairman, Margaret Sanger. President, J. H. Upham, M.D.; National Director, D. Kenneth Rose; Medical Director, Claude C. Pierce, M.D.

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BOYS' ATHLETIC LEAGUE, INC., 70 Fifth Avenue, New York City. Coordinates the athletic work of 100 Boys' Clubs, Settlement Houses and Community Centers in Greater New York. Gustavus T. Kirby, Honorary President; Edward P. F. Eagan, President; Edson K. Green, Treasurer; Willard L. Kauth, Director. Sponsors the Benjamin Harrison Recreation Center, 657 Tenth Avenue, the Theodore Roosevelt Recreation Center, 698 Tenth Avenue, the Lincoln Recreation Center, 235 West 113 Street, the Forty-Ninth Street Craft Shop, 424 West 49 Street, the Tot Lot, 422 West Forty-Ninth Street, Camp Sebago and Camp Wakonda in the Interstate Park.

BOYS CLUBS OF AMERICA, INC., 381 Fourth Avenue, N.Y.C.—David W. Armstrong, Exec. Dir. A national organization. Serves member Clubs in programs, activities, methods, financing. Organizes new Clubs. BoysCluBs prepare boys for responsibilities of citizenship. Activities include recreation, physical and health training, vocational training and guidance, and character building under leadership. Work with boys from low income areas.

BOY SCOUTS OF AMERICA, 2 Park Ave., N.Y.C. Inc. in 1910 & chartered by Congress in 1916 to develop character in boys & train them in citizenship. Programs: Cubbing, boys 9-11; Scouting, 12 and older; Senior Scouting, 15 years and older, available locally through sponsorship by schools, churches, fraternal orders, civic groups, etc. Walter W. Head, Pres., James E. West, Chief Scout Executive.

CHILD WELFARE LEAGUE OF AMERICA—130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worthwhile results in phase of child welfare in which they are interested.

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THE SAVE THE CHILDREN FEDERATION, INC., 1 Madison Avenue, New York, founded in 1932 for relief, guidance, and welfare of underprivileged children in neglected areas in this and other countries on non-sectarian and non-racial principles. Organization is working in the United States through local County and Community Committees, and rural social welfare workers, and overseas through affiliations with well established welfare groups. Invites interest and cooperation. Literature on request.

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THE AMERICAN INSTITUTE OF FAMILY RELATIONS (inc. 1930), directed by Paul Popenoe. Public education, personal service, research. Write for list of publications. 607 S. Hill St., Los Angeles, Calif.

Blind

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National Red Cross

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NATIONAL COUNCIL OF YOUNG MEN'S CHRISTIAN ASSOCIATIONS—347 Madison Ave., New York City. 1187 local Associations federated for Christian leadership and citizenship training among young men and boys.

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